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ABSTRACT

Results of a survey of salaries of full-time administrators at public, doctoral-granting institutions for 1984-1985 are presented. A ranking of salaries paid among 151 state-supported universities representing 47 states and 33 university systems representing 27 states is given. Salary data are also arranged into the nine regions defined by the Equal Opportunity Commission. A separate table indicates salaries paid to officers of university systems, which have a separate administrative structure for multiple general academic institutions, at least one of which has doctoral offerings. Information is included on whether a salary is paid for a position with a dual function. To provide anonymity, the universities are not identified with their salaries, but are listed separately. Four positions have been added to the 1984-1985 report: Dean of Dentistry, Dean of Health Professions, Dean of Public Affairs, and the combined position of Graduate Dean and Vice President of Research Services. (SW)

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ED253158

EIGHTEENTH ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1984-85

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FIFTY-ONE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-SEVEN STATES
AND THIRTY-THREE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-SEVEN STATES

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OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 31, 1984

EIGHTEENTH ANNUAL
RANK-ORDER DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1984-85

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OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1984

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the eighteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred fifty-one institutions in forty-seven states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred fifty-one participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-three university systems in twenty-seven states.

CONTENTS

TABLE I	A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Fifty-One Universities in Forty-Seven States	1
	President (Chancellor)	4
	Academic Officers	5
	Business Officers	9
	Student Affairs Officers	14
	Administrative Officers	21
	Public Relations/Development	25
	Research Officers	29
	Deans (Directors)	31

TABLE II	A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Fifty-One Universities in Forty-Seven States by Equal Employment Opportunity Regions:	
	Atlanta Region	42
	Chicago Region	54
	Dallas Region	65
	Denver Region	75
	Kansas City Region	82
	New York and Boston Regions	88
	Philadelphia Region	95
	San Francisco Region	102
	Seattle Region	109

TABLE III	A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Thirty-Three University Systems in Twenty-Seven States	115
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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES
IN FORTY-SEVEN STATES

This table summarizes the data for one hundred fifty-one universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

- | | |
|---|---|
| *Arizona State University | *Michigan State University |
| *Auburn University | Middle Tennessee State University |
| Ball State University | *Mississippi State University |
| Bowling Green State University | *Montana State University |
| California State University,
Los Angeles | Morgan State University |
| Central Michigan University | New Mexico Institute of Mining
and Technology |
| Central Missouri State University | *New Mexico State University |
| City University of New York,
Bernard Baruch College | *North Carolina State University
at Raleigh |
| City University of New York
Graduate School and
University Center | *North Dakota State University |
| *Clemson University | North Texas State University |
| Cleveland State University | Northeast Louisiana University |
| College of William and Mary | Northern Arizona University |
| *Colorado State University | Northern Illinois University |
| East Tennessee State University | Northwestern State University
of Louisiana |
| East Texas State University | Oakland University |
| Florida Atlantic University | *Ohio State University |
| *Florida State University | *Ohio University |
| *Georgia Institute of Technology | *Oklahoma State University |
| Georgia State University | Old Dominion University |
| Idaho State University | *Oregon State University |
| Illinois State University | Portland State University |
| Indiana State University | *Rutgers, The State University -
New Brunswick |
| *Indiana University - Bloomington | Sam Houston State University |
| Indiana University of Pennsylvania | San Diego State University |
| Indiana University - Purdue
University at Indianapolis | South Dakota School of Mines
and Technology |
| *Iowa State University of Science
and Technology | *South Dakota State University |
| *Kansas State University | *Southern Illinois University
at Carbondale |
| *Kent State University | Southern Illinois University
at Edwardsville |
| Lamar University | *State University of New York -
Albany |
| *Louisiana State University
and A & M College | *State University of New York -
Binghamton |
| Louisiana Tech University | *State University of New York -
Buffalo |
| Memphis State University | |
| *Miami University | |

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*State University of New York - Stony Brook	University of Maryland, Baltimore County
Stephen F. Austin State University	*University of Maryland at College Park
*Temple University	*University of Massachusetts
Tennessee Technological University	*University of Michigan at Ann Arbor
Texas A & I University	*University of Mississippi
*Texas A & M University	*University of Missouri - Columbia
*Texas Southern University	*University of Missouri - Kansas City
*Texas Tech University	*University of Missouri - Rolla
University of Akron	University of Missouri - St. Louis
*University of Alabama	*University of Montana
*University of Alabama in Birmingham	*University of Nebraska - Lincoln
University of Alabama in Huntsville	*University of Nebraska at Omaha
*University of Alaska at Fairbanks	University of Nevada, Las Vegas
*University of Arizona	*University of Nevada, Reno
*University of Arkansas	*University of New Hampshire
*University of California	*University of New Mexico
*University of California, Davis	*University of North Carolina at Chapel Hill
*University of California, Riverside	University of North Carolina at Greensboro
University of California, Santa Barbara	University of North Dakota
University of Central Florida	University of North Florida
*University of Cincinnati	University of Northern Colorado
University of Colorado at Boulder	University of Northern Iowa
*University of Colorado at Denver	*University of Oklahoma
*University of Connecticut	*University of Oregon
*University of Florida	*University of Rhode Island
*University of Georgia	University of South Alabama
*University of Hawaii at Manoa	*University of South Carolina, Columbia
*University of Houston	*University of South Dakota
*University of Idaho	*University of South Florida
*University of Illinois at Chicago	University of Southern Mississippi
*University of Illinois at Urbana-Champaign	University of Southwestern Louisiana
*University of Iowa	*University of Tennessee - Knoxville
*University of Kansas at Lawrence	*University of Texas at Austin
*University of Kentucky	University of Texas at Dallas
*University of Louisville	
University of Lowell	
*University of Maine at Orono	
*Member of National Association of State Universities and Land-Grant Colleges.	

TABLE I (Continued)

University of Texas at El Paso	*Utah State University
University of Toledo	*Virginia Commonwealth University
*University of Utah	*Virginia Polytechnic Institute and State University
*University of Vermont	*Washington State University
*University of Virginia	*Wayne State University
*University of Washington	*West Virginia University
*University of Wisconsin at Madison	Western Michigan University
*University of Wisconsin at Milwaukee	Wichita State University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	116,500 *
2	100,760 *
3	97,000 *
4	95,000 *
5	90,945 *
6	90,800 *
7	86,000 *
8	86,000 *
9	86,000 *
10	84,750 *
11	84,000 *
12	82,900 *
13	81,376 *
14	80,004 *
15	80,000 *
16	77,500 *
17	76,466 *
18	72,528 *
19	71,300 *
20	68,970 *

AVERAGE 85,450

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	136,000 *
2	130,000 *
3	128,000 *
4	117,377 *
5	106,000 *
6	104,500 *
7	100,000 *
8	99,999 *
9	99,900 *
10	98,100 *
11	98,100 *
12	96,866 *
13	96,860 *
14	96,500 *
15	96,300 *
16	96,000 *
17	96,000 *
18	95,600 *
19	95,000 *
20	95,000 *
21	94,150 *
22	94,100 *
23	93,000 *
24	92,700 *
25	92,500 *
26	92,500 *
27	91,685 *
28	91,300 *

29	90,524 *
30	90,300 *
31	90,000 *
32	89,500 *
33	89,500 *
34	88,885 *
35	88,500 *
36	88,281 *
37	87,888 *
38	87,800 *
39	87,500 *
40	87,000 *
41	87,000 *
42	85,800 *
43	85,186 *
44	85,000 *
45	84,000 *
46	84,000 *
47	84,000 *
48	84,000 *
49	83,789 *
50	83,673 *
51	83,672 *
52	83,000 *
53	83,000 *
54	83,000 *
55	83,000 *
56	82,720 *
57	82,000 *
58	82,000 *
59	81,576 *
60	80,500 *
61	80,100 *
62	80,000 *
63	80,000 *
64	79,879 *
65	78,792 *
66	78,750 *
67	78,000 *
68	78,000 *
69	77,160 *
70	77,040 *
71	76,500 *
72	76,466 *
73	76,296 *
74	76,000 *
75	75,920 *
76	75,752 *
77	75,425 *
78	75,400 *
79	75,000 *
80	75,000 *
81	74,750 *
82	74,500 *
83	74,500 *
84	73,788 *
85	73,200 *
86	72,975 *
87	72,528 *
88	72,528 *
89	72,260 *
90	72,145 *

91	72,000 *
92	71,335 *
93	71,335 *
94	71,335 *
95	71,070 *
96	71,070 *
97	71,070 *
98	71,070 *
99	71,070 *
100	71,070 *
101	70,920 *
102	70,560 *
103	70,476 *
104	70,000 *
105	70,000 *
106	69,800 *
107	69,630 *
108	68,970 *
109	68,970 *
110	68,808 *
111	68,560 *
112	68,511 *
113	68,000 *
114	68,000 *
115	68,000 *
116	67,569 *
117	67,568 *
118	67,184 *
119	66,153 *
120	66,149 *
121	65,000 *
122	64,600 *
123	62,000 *
124	62,000 *
125	60,012 *
126	60,008 *
127	59,377 *
128	53,764 *
129	49,056 *

AVERAGE 81,096

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	93,000
2	92,127 *
3	(90,360) *
4	(90,000) *
5	87,900 *
6	87,500 *
7	87,500 *
8	87,200 *
9	(87,000) *
10	86,902 *
11	86,500
12	85,000 *
13	(85,000) *
14	(85,000) *
15	84,100 *
16	82,500 *
17	82,305 *
18	82,131 *
19	81,586 *
20	81,280 *
21	81,000 *
22	80,300
23	80,000 *
24	79,000 *
25	78,752
26	78,650 *
27	78,450 *
28	78,100 *
29	77,100 *
30	76,800 *
31	76,380
32	75,500 *
33	75,300
34	75,252 *
35	75,000 *
36	74,984
37	74,900 *
38	74,550 *
39	74,480
40	74,000 *
41	74,000
42	73,700 *
43	73,000
44	72,700
45	71,400
46	71,100 *
47	71,000 *
48	70,800 *
49	70,500
50	70,000 *
51	70,000
52	69,649 *
53	69,648 *
54	69,300
55	69,084 *
56	(69,012)
57	69,000
58	69,000

RANK	SALARY
59	68,952
60	68,150 *
61	67,567 *
62	67,246
63	67,241
64	67,179
65	66,875 *
66	(66,800)
67	66,500 *
68	65,757 *
69	65,550
70	65,520
71	65,460 *
72	65,412
73	65,000 *
74	65,000 *
75	64,200
76	63,864 *
77	63,670 *
78	63,641
79	63,000
80	62,500
81	(62,276) *
82	62,232
83	62,200 *
84	62,000
85	62,000 *
86	61,900
87	61,500
88	61,416
89	61,350 *
90	61,334
91	61,100 *
92	60,930 *
93	60,600 *
94	60,116
95	60,000
96	59,892
97	59,850 *
98	59,300 *
99	59,010
100	59,000
101	58,596
102	58,235
103	58,000
104	57,957 *
105	57,800
106	57,681 *
107	57,660
108	57,000
109	56,000
110	54,650
111	54,584 *
112	50,000
113	(48,685)
114	(48,602)
115	48,308
116	48,000 *
AVERAGE	69,596

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(94,000)
2	92,936 *
3	(90,360) *
4	(87,000) *
5	84,100 *
6	83,696 *
7	83,000 *
8	82,900 *
9	82,236 *
10	80,000 *
11	80,000 *
12	79,000 *
13	78,000 *
14	77,100 *
15	77,040 *
16	76,900
17	76,470 *
18	73,600
19	73,100 *
20	72,000 *
21	72,000 *
22	71,550 *
23	71,500
24	71,100 *
25	70,000 *
26	70,000 *
27	70,000 *
28	69,648 *
29	69,015 *
30	(69,012)
31	68,995
32	67,500
33	67,000 *
34	(66,800)
35	66,149 *
36	66,000 *
37	(64,659) *
38	63,000
39	62,276
40	(62,276) *
41	62,109
42	60,540 *
43	(48,685)
44	42,100
AVERAGE	72,622

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	81,380	56	54,945 *	118	45,000
2	80,000 *	57	54,840	119	44,055 *
3	77,147 *	58	54,816 *	120	43,848
4	74,500 *	59	54,524 *	121	43,542 *
5	72,500 *	60	54,125 *	122	43,500 *
6	71,470 *	61	54,000 *	123	43,500
7	71,032 *	62	54,000	124	43,415 *
8	71,000 *	63	54,000 *	125	43,200
9	70,248 *	64	53,604	126	42,510
10	70,200 *	65	53,339 *	127	42,420 *
11	67,003 *	66	52,800 *	128	42,420 *
12	66,845 *	67	52,800	129	42,328
13	65,473 *	68	52,746 *	130	42,016
14	65,096 *	69	52,716 *	131	41,880
15	65,040 *	70	52,360 *	132	41,761
16	65,000 *	71	52,320	133	41,761 *
17	65,000	72	52,301 *	134	41,615
18	65,000 *	73	52,000 *	135	41,000
19	64,900 *	74	52,000 *	136	40,827
20	64,000 *	75	51,864 *	137	39,655
21	63,600	76	51,847	138	37,705
22	63,500 *	77	51,501 *	139	35,600
23	63,200 *	78	51,500 *	140	34,903
24	63,100 *	79	51,400	141	33,695
25	62,287	80	51,200 *	142	33,175
26	61,700 *	81	50,952	143	32,500
27	61,050	82	50,942 *	144	27,000
28	61,000 *	83	50,880		
29	61,000 *	84	50,774	AVERAGE	53,163
30	60,702 *	85	50,700 *		
31	60,557 *	86	50,700 *		
32	60,000 *	87	50,363 *		
33	59,928 *	88	50,144 *		
34	58,915	89	50,144		
35	58,725 *	90	50,110		
36	58,600 *	91	50,064		
37	58,500 *	92	50,060 *		
38	58,428 *	93	50,000		
39	58,332 *	94	50,000		
40	58,092 *	95	49,647		
41	58,000 *	96	49,500 *		
42	57,975 *	97	49,290		
43	57,680 *	98	48,953 *		
44	57,660 *	99	48,530		
45	57,300 *	100	48,126		
46	57,200	101	48,125		
47	57,000	102	48,069 *		
48	57,000 *	103	48,000 *		
49	56,900	104	47,830		
50	56,853 *	105	47,700		
51	56,750 *	106	47,200 *		
52	56,200 *	107	47,100		
53	55,544 *	108	46,658		
54	55,500 *	109	46,621		
55	55,000 *	110	46,008		
		111	45,869		
		112	45,750		
		113	45,322 *		
		114	45,250 *		
		115	45,208		
		116	45,099		
		117	45,000		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY	RANK	SALARY
1	(25,000)*	59	37,025
2	(64,083)*	60	36,960
3	61,820	61	36,869
4	61,500 *	62	36,838 *
5	55,400 *	63	35,800 *
6	54,142 *	64	35,768
7	52,240 *	65	35,364 *
8	52,100 *	66	35,280
9	51,000 *	67	35,057 *
10	50,792 *	68	35,000
11	50,000 *	69	35,000
12	48,600 *	70	34,775 *
13	48,500 *	71	34,615 *
14	(48,480)	72	34,000 *
15	47,800	73	33,246 *
16	47,500 *	74	32,972
17	46,866 *	75	32,910 *
18	46,252	76	32,300
19	46,247 *	77	32,184
20	(46,000)*	78	32,000
21	45,400 *	79	32,000
22	44,800 *	80	31,875 *
23	44,750 *	81	31,584 *
24	44,652	82	31,425
25	44,500 *	83	31,407 *
26	(43,500)	84	31,000 *
27	43,440 *	85	30,900 *
28	43,440	86	30,750 *
29	43,437 *	87	30,500 *
30	43,008 *	88	30,450
31	43,000 *	89	30,200
32	42,693 *	90	30,000 *
33	42,500 *	91	30,000 *
34	42,000	92	29,767
35	41,800 *	93	29,629
36	41,090 *	94	29,327 *
37	40,920 *	95	29,000
38	40,821	96	29,000
39	40,500 *	97	28,710
40	40,440 *	98	28,704 *
41	40,428 *	99	28,475
42	40,150 *	100	28,373 *
43	40,000 *	101	28,080
44	39,850	102	28,038
45	39,796 *	103	27,563
46	39,768	104	27,400 *
47	39,600 *	105	27,337 *
48	39,500	106	27,245 *
49	39,000 *	107	(26,848)
50	38,811	108	25,800
51	38,754	109	25,000 *
52	38,500	110	23,745 *
53	38,300 *	111	23,388
54	38,100 *	112	23,042
55	37,820 *	113	22,800
56	37,800 *	114	22,212
57	37,350 *	115	21,252 *
58	37,105 *	116	19,646 *
		AVERAGE	37,742

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	84,792	56	53,286 *	118	42,000
2	75,250 *	57	52,341 *	119	41,716
3	70,000 *	58	52,320 *	120	41,650 *
4	69,000 *	59	52,100 *	121	41,205
5	66,916 *	60	52,100 *	122	41,168
6	66,000 *	61	52,032	123	41,164
7	66,000 *	62	52,000 *	124	41,164 *
8	65,900 *	63	52,000 *	125	40,800 *
9	65,400 *	64	51,700 *	126	40,039
10	65,000 *	65	51,672	127	40,000
11	65,000 *	66	51,525 *	128	39,300
12	64,500 *	67	51,348 *	129	39,250 *
13	64,372 *	68	50,900 *	130	38,954 *
14	64,000 *	69	50,600 *	131	38,200
15	63,000 *	70	50,315 *	132	38,051
16	62,750 *	71	50,300	133	38,000
17	62,492 *	72	50,244 *	134	38,000
18	61,260 *	73	50,144	135	37,600
19	60,720 *	74	50,144 *	136	37,488
20	60,132 *	75	50,115	137	36,168
21	60,000 *	76	50,004	138	35,396
22	59,880 *	77	50,004	139	33,774 *
23	59,800 *	78	50,000 *	140	32,681 *
24	59,794 *	79	49,500 *	141	31,860
25	59,500 *	80	49,500		
26	59,295	81	49,500 *	AVERAGE	51,240
27	59,229	82	49,452		
28	59,064 *	83	49,000		
29	59,064	84	49,000 *		
30	58,860 *	85	48,880		
31	58,536 *	86	48,741 *		
32	58,200 *	87	48,651		
33	58,080	88	48,534 *		
34	57,943	89	48,384		
35	57,939 *	90	48,200		
36	57,845 *	91	(48,000)		
37	57,600 *	92	48,000 *		
38	57,200 *	93	47,900		
39	57,000 *	94	47,882 *		
40	56,871	95	47,859 *		
41	56,700 *	96	47,000		
42	56,512 *	97	46,500 *		
43	56,150 *	98	46,200		
44	56,000 *	99	46,126		
45	55,728	100	46,000		
46	54,400	101	46,000		
47	54,300 *	102	45,974		
48	(54,040)	103	45,264		
49	54,028 *	104	45,220		
50	54,000 *	105	45,000 *		
51	54,000 *	106	44,784		
52	54,000 *	107	44,550		
53	53,900 *	108	44,204		
54	53,857 *	109	44,064 *		
55	53,500 *	110	(43,500)		
		111	43,081 *		
		112	43,050		
		113	42,900		
		114	42,800 *		
		115	42,500 *		
		116	42,500		
		117	42,500		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	110,000 *	56	64,753	118	47,500
2	94,000	57	64,584 *	119	45,477
3	85,701 *	58	64,550	120	43,743 *
4	85,000 *	59	64,000 *		
5	84,103 *	60	63,903	AVERAGE	65,120
6	83,900 *	61	63,300 *		
7	(83,500) *	62	62,697 *		
8	82,992 *	63	62,529		
9	80,500 *	64	62,313		
10	80,000 *	65	62,276		
11	80,000 *	66	62,232		
12	79,200 *	67	62,000		
13	78,756 *	68	61,800 *		
14	78,200 *	69	61,606 *		
15	(77,000) *	70	61,500		
16	(76,700)	71	61,425		
17	76,500	72	61,416		
18	76,470 *	73	61,300		
19	(75,000) *	74	61,200 *		
20	(74,880) *	75	(60,870) *		
21	74,500	76	60,800 *		
22	74,350 *	77	(60,720)		
23	74,000 *	78	60,216 *		
24	74,000 *	79	59,850		
25	(73,100) *	80	59,400 *		
26	72,000 *	81	59,300 *		
27	71,300 *	82	59,010		
28	70,589 *	83	58,825		
29	70,442 *	84	58,824 *		
30	70,100	85	58,600 *		
31	70,000 *	86	58,596		
32	70,000	87	58,500		
33	70,000 *	88	58,500		
34	69,700 *	89	57,957 *		
35	69,649 *	90	57,845		
36	69,648 *	91	57,828		
37	69,648 *	92	57,720 *		
38	69,648 *	93	57,700		
39	68,831	94	57,500		
40	68,750	95	57,500		
41	68,372 *	96	57,300		
42	67,580 *	97	57,068		
43	67,189	98	56,470 *		
44	67,000	99	56,196 *		
45	66,456	100	(56,000) *		
46	66,000	101	56,000 *		
47	65,685	102	55,902 *		
48	(65,675)	103	55,650 *		
49	65,350	104	55,600 *		
50	65,343	105	55,071 *		
51	65,270 *	106	55,000		
52	65,200	107	55,000		
53	65,000 *	108	54,739		
54	65,000 *	109	54,000 *		
55	(64,890)	110	53,800		
		111	53,471		
		112	53,250		
		113	53,100		
		114	52,460		
		115	52,000 *		
		116	52,000 *		
		117	49,514 *		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	RANK	SALARY
1	73,966 *	56	46,677
2	72,600	57	46,654 *
3	69,225 *	58	46,350
4	68,250 *	59	46,100
5	66,775 *	60	46,000 *
6	64,600 *	61	45,932
7	63,900 *	62	45,840 *
8	62,000 *	63	45,749 *
9	61,500 *	64	45,745
10	60,780 *	65	45,675 *
11	60,000 *	66	45,486
12	60,000 *	67	45,200
13	58,500 *	68	45,000 *
14	58,000	69	44,848
15	57,600	70	44,600 *
16	57,300 *	71	44,600 *
17	57,000 *	72	44,460 *
18	56,700 *	73	44,000
19	56,005 *	74	43,670
20	(56,000) *	75	43,600
21	56,000 *	76	43,262 *
22	56,000	77	42,408 *
23	55,400 *	78	42,250
24	55,173 *	79	42,000 *
25	54,879	80	41,682
26	54,432	81	41,676
27	52,550 *	82	41,565
28	52,116 *	83	41,280 *
29	51,916	84	40,872 *
30	51,500 *	85	40,282 *
31	51,500	86	40,200 *
32	51,442 *	87	40,137
33	51,250 *	88	39,949
34	51,000 *	89	39,849
35	51,000 *	90	39,500 *
36	50,800 *	91	39,164 *
37	(50,600) *	92	39,000
38	50,500 *	93	38,979
39	50,340 *	94	38,584
40	49,800	95	38,522 *
41	49,151 *	96	38,522 *
42	49,080 *	97	38,462
43	49,000 *	98	38,099 *
44	48,936	99	38,000 *
45	48,322 *	100	37,800
46	48,317	101	37,750
47	48,311 *	102	37,577 *
48	48,100	103	37,544
49	47,908 *	104	37,000
50	47,770 *	105	36,500
51	47,610	106	36,100
52	47,500 *	107	35,648 *
53	47,400 *	108	35,400 *
54	47,076	109	35,316
55	47,000 *	110	34,400
		111	34,200
		112	31,945 *
		113	31,536
		114	30,000
		115	28,890
		AVERAGE	47,291

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(77,000) *
2	(76,650) *
3	(75,000) *
4	(71,800) *
5	57,300 *
6	56,000 *
7	53,300 *
8	52,779
9	52,500
10	51,850
11	51,500
12	48,077 *
13	48,048
14	46,000 *
15	46,000 *
16	44,760 *
17	44,044
18	42,500 *
19	40,700 *
20	37,000 *
21	36,500 *
22	36,296 *
23	35,373
24	33,720
25	33,000 *
26	32,243
27	32,003 *
28	25,623
29	23,700 *
AVERAGE	47,078

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK

SALARY

RANK

SALARY

56 28,824 *
57 29,205 *
58 24,436 *
59 23,850
60 21,630 *

44 36,754 *
45 36,648
46 36,400 *
47 36,390 *
48 36,000 *
49 35,789

RANK SALARY
1 (76,650) *
2 64,600 *
3 63,430 *
4 63,276 *
5 63,000 *
6 60,798 *
7 60,500 *
8 60,000 *
9 60,000 *
10 53,176
11 52,600 *
12 52,000
13 52,000 *
14 (50,600) *
15 50,191 *
16 50,144 *
17 50,086 *
18 49,000 *
19 48,800 *
20 47,280 *
21 47,200 *
22 47,164
23 47,041
24 46,632
25 44,376
26 43,285 *
27 42,893
28 42,823
29 42,400 *
30 42,229
31 41,500 *
32 41,424
33 40,993 *
34 40,829 *
35 40,400
36 40,293
37 38,700
38 38,664
39 38,325 *
40 37,660 *
41 37,550
42 37,524
43 37,500
44 37,500 *
45 37,344
46 35,957
47 35,736
48 34,750 *
49 34,355
50 32,919
51 32,030
52 32,000
53 31,860
54 31,718
55 29,350 *

AVERAGE 43,633

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK

SALARY

1 55,000 *
2 54,100 *
3 51,500 *
4 51,300 *
5 51,000
6 50,900 *
7 50,300 *
8 47,900 *
9 47,000 *
10 46,800 *
11 46,500
12 46,475 *
13 46,330 *
14 45,842 *
15 45,500 *
16 45,050 *
17 44,961 *
18 44,800 *
19 44,000
20 43,788 *
21 43,575 *
22 43,500 *
23 42,707 *
24 42,035 *
25 41,500 *
26 40,500 *
27 40,000
28 39,000 *
29 38,940
30 38,614 *
31 38,801
32 38,750
33 38,522 *
34 38,255 *
35 38,093
36 37,956 *
37 37,927 *
38 37,524 *
39 37,356 *
40 37,080 *
41 37,055
42 36,847
43 36,800 *

50 35,640 *
51 35,530
52 35,500
53 35,460
54 35,436
55 35,350
56 35,337 *
57 35,020
58 34,913
59 34,846 *
60 34,823 *
61 34,650
62 34,500 *
63 34,000 *
64 33,980 *
65 33,843 *
66 33,528
67 33,216
68 32,537
69 32,500 *
70 32,376 *
71 32,100
72 32,004 *
73 31,500 *
74 31,302 *
75 30,900
76 30,780
77 30,684
78 30,600
79 30,000 *
80 29,757
81 29,370
82 29,325
83 29,181
84 29,146 *
85 29,062 *
86 29,047
87 28,908 *
88 28,850
89 28,600 *
90 28,200 *
91 28,132
92 28,100 *
93 28,059
94 28,000 *
95 27,000
96 25,203
97 23,625
98 23,523 *
99 23,500 *
100 23,320
101 23,175 *
102 16,831 *
103 13,300

AVERAGE 36,045

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	74,500 *	56	43,000 *	118	20,500
2	61,051 *	57	43,000	119	17,168
3	59,000 *	58	42,788 *		
4	58,934 *	59	42,579 *	AVERAGE	42,838
5	58,700 *	60	42,547 *		
6	58,281 *	61	42,210 *		
7	57,941 *	62	42,080		
8	57,500	63	42,000		
9	57,100	64	41,727 *		
10	57,000 *	65	41,716 *		
11	55,800 *	66	41,508 *		
12	55,000 *	67	41,122 *		
13	54,800 *	68	40,987		
14	54,617 *	69	(40,400) *		
15	54,600 *	70	40,212 *		
16	54,288 *	71	40,040 *		
17	54,124	72	40,008 *		
18	53,004 *	73	39,775 *		
19	52,836	74	39,700		
20	52,500	75	39,698		
21	52,188 *	76	39,400		
22	52,000 *	77	39,300		
23	51,839 *	78	39,000		
24	51,300 *	79	38,800 *		
25	50,600 *	80	38,500		
26	(50,600) *	81	38,321 *		
27	50,030 *	82	38,000 *		
28	49,893 *	83	37,920		
29	49,500	84	36,847 *		
30	49,132 *	85	36,800 *		
31	49,035 *	86	36,700 *		
32	48,500 *	87	36,300		
33	48,300 *	88	36,300 *		
34	48,216 *	89	36,000		
35	48,033	90	36,000		
36	46,920 *	91	35,921		
37	46,908	92	35,770 *		
38	46,600 *	93	35,595 *		
39	46,500	94	35,443		
40	46,112 *	95	35,398 *		
41	46,000 *	96	35,360		
42	45,900 *	97	35,000		
43	45,800 *	98	34,999		
44	45,000 *	99	34,944		
45	45,000 *	100	34,850 *		
46	45,000 *	101	34,000 *		
47	44,562 *	102	33,990		
48	44,500 *	103	33,708 *		
49	44,450	104	33,600		
50	44,207 *	105	33,500 *		
51	43,776 *	106	33,402		
52	43,650 *	107	32,500		
53	43,560	108	32,277 *		
54	43,200 *	109	32,172		
55	43,000 *	110	31,000		
		111	29,568		
		112	29,220		
		113	28,080		
		114	27,600 *		
		115	27,172 *		
		116	26,400 *		
		117	25,900		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	76,960 *	56	44,187 *	119	33,344
2	71,600	57	43,818	119	33,300
3	67,000 *	58	43,775 *	120	33,250 *
4	62,600 *	59	43,500 *	121	33,200
5	62,558 *	60	42,998 *	122	33,000 *
6	60,000 *	61	42,967 *	123	32,916
7	58,645 *	62	42,680	124	32,170
8	58,012 *	63	42,626	125	31,886 *
9	57,300	64	42,500	126	31,860
10	57,000 *	65	42,500 *	127	31,787 *
11	56,000 *	66	42,408 *	128	31,557
12	55,000 *	67	42,335 *	129	31,117
13	55,000 *	68	42,000 *	130	30,100
14	54,590 *	69	41,784 *	131	30,060
15	(54,040)	70	41,364	132	29,550 *
16	53,409	71	41,297	133	29,400
17	52,548	72	41,200 *	134	28,859
18	52,149 *	73	41,196	135	28,362
19	51,570 *	74	41,075	136	27,150 *
20	51,552 *	75	41,040 *	137	24,800 *
21	51,335 *	76	41,000 *	138	24,573
22	51,252 *	77	40,950		
23	50,934 *	78	40,900 *	AVERAGE	42,907
24	50,928	79	40,700		
25	50,900 *	80	40,419 *		
26	50,600 *	81	40,392 *		
27	50,500	82	40,311 *		
28	50,209	83	40,284 *		
29	50,144	84	40,282		
30	50,100 *	85	40,275 *		
31	50,056 *	86	39,795		
32	50,030 *	87	39,750		
33	50,000 *	88	39,500 *		
34	49,620 *	89	39,192 *		
35	49,000 *	90	39,027		
36	48,132 *	91	39,000 *		
37	47,800 *	92	38,468		
38	47,600 *	93	38,150 *		
39	47,573 *	94	38,016		
40	47,568	95	37,962		
41	47,500 *	96	37,800		
42	47,500 *	97	37,792		
43	47,100 *	98	37,524 *		
44	46,906 *	99	37,524 *		
45	46,584 *	100	37,492		
46	46,500	101	37,286		
47	46,500 *	102	36,500		
48	46,400 *	103	36,432 *		
49	46,300 *	104	36,300 *		
50	45,005 *	105	36,000 *		
51	44,961 *	106	36,000		
52	44,928	107	35,767		
53	44,503	108	35,000 *		
54	44,263 *	109	35,000		
55	44,200	110	34,600 *		
		111	34,600		
		112	34,536		
		113	34,500		
		114	34,476 *		
		115	34,044		
		116	33,600		
		117	33,486		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY	RANK	SALARY
1	80,000 *	56	58,566
2	78,000 *	57	58,200
3	77,500 *	58	58,044
4	76,000 *	59	58,000 *
5	76,000 *	60	58,000 *
6	76,000 *	61	57,828
7	(75,900)	62	57,609
8	71,690 *	63	57,529
9	70,803 *	64	57,527 *
10	70,776 *	65	57,450 *
11	(70,000) *	66	57,276 *
12	69,200 *	67	57,108 *
13	69,174 *	68	57,000 *
14	68,973 *	69	(56,940)
15	68,800 *	70	56,800
16	68,000 *	71	56,014 *
17	68,000 *	72	56,000
18	67,500	73	56,000 *
19	67,500 *	74	56,000 *
20	67,400 *	75	55,956 *
21	67,396 *	76	55,700 *
22	66,853 *	77	55,600 *
23	66,550 *	78	55,500 *
24	66,200 *	79	(55,324) *
25	65,800	80	55,200 *
26	65,685	81	(55,080) *
27	65,554	82	55,000 *
28	65,500 *	83	55,000 *
29	65,085	84	55,000
30	64,000 *	85	54,800 *
31	63,850	86	54,700
32	63,600	87	54,410
33	63,530 *	88	53,800
34	63,463 *	89	53,520
35	63,100 *	90	53,500
36	63,000	91	52,000 *
37	63,000 *	92	52,000 *
38	62,475 *	93	52,000 *
39	62,400 *	94	51,943 *
40	62,300 *	95	51,702
41	62,280 *	96	51,375 *
42	62,215	97	51,303
43	62,000 *	98	51,000
44	61,993 *	99	51,000
45	61,950 *	100	51,000 *
46	61,800 *	101	50,575
47	61,500	102	50,236
48	60,700	103	50,103 *
49	60,144	104	50,000
50	60,080 *	105	50,000
51	60,000	106	48,000
52	60,000	107	47,654 *
53	60,000 *	108	(46,500)
54	59,400 *	109	46,435
55	59,136 *	110	45,760
		111	45,000
		112	44,194
		113	41,940
		AVERAGE	59,624

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	76,440 *
2	66,300 *
3	61,500 *
4	60,480 *
5	59,867 *
6	59,600 *
7	58,850 *
8	58,500 *
9	(56,940)
10	55,735 *
11	55,000 *
12	54,540 *
13	54,154 *
14	54,000 *
15	53,200 *
16	52,896 *
17	52,713 *
18	52,464 *
19	52,300 *
20	52,000 *
21	51,500 *
22	51,162 *
23	51,000 *
24	50,952 *
25	50,472 *
26	50,415 *
27	50,020 *
28	50,003 *
29	49,776 *
30	49,700 *
31	49,500 *
32	49,020 *
33	49,000 *
34	48,600 *
35	48,399 *
36	48,200 *
37	47,800 *
38	47,700 *
39	(47,069) *
40	47,000 *
41	46,980 *
42	46,928 *
43	46,572 *
44	46,130 *
45	46,027 *
46	46,000 *
47	46,000 *
48	45,196 *
49	45,032 *
50	45,000 *
51	45,000 *
52	44,500 *
53	44,500 *
54	44,500 *
55	44,400 *

RANK	SALARY
56	43,803 *
57	43,454 *
58	42,516 *
59	42,510 *
60	42,500 *
61	42,201 *
62	42,125 *
63	42,000 *
64	41,600 *
65	41,453 *
66	41,305 *
67	40,911 *
68	40,562 *
69	40,000 *
70	39,606 *
71	39,000 *
72	37,500 *
73	37,261 *
74	37,152 *
75	37,010 *
76	36,756 *
77	36,641 *
78	36,211 *
79	35,949 *
80	35,795 *
81	35,466 *
82	35,250 *
83	35,000 *
84	34,962 *
85	34,719 *
86	34,609 *
87	34,154 *
88	33,800 *
89	33,779 *
90	33,159 *
91	30,935 *
92	28,500 *

AVERAGE 45,845

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	73,443 *
2	63,936 *
3	59,580 *
4	55,320 *
5	52,100 *
6	48,746 *
7	45,000 *
8	45,000 *
9	43,396 *
10	43,325 *
11	43,267 *
12	42,820 *

RANK	SALARY
13	42,783 *
14	42,500 *
15	41,000 *
16	40,500 *
17	40,287 *
18	40,176 *
19	39,000 *
20	38,856 *
21	38,724 *
22	37,355 *
23	37,080 *
24	37,000 *
25	36,468 *
26	36,210 *
27	35,938 *
28	35,364 *
29	35,364 *
30	35,067 *
31	35,000 *
32	33,700 *
33	33,240 *
34	32,580 *
35	32,086 *
36	31,989 *
37	31,800 *
38	30,544 *
39	30,500 *
40	30,398 *
41	29,533 *
42	29,285 *
43	28,820 *
44	28,350 *
45	27,851 *
46	27,820 *
47	27,300 *
48	27,113 *
49	26,820 *
50	26,000 *
51	25,961 *
52	25,600 *
53	25,482 *
54	25,476 *
55	25,410 *
56	24,364 *
57	23,700 *
58	22,968 *
59	22,500 *
60	22,500 *
61	20,502 *
62	20,046 *
63	19,995 *
64	18,500 *

AVERAGE 34,833

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	69,056 *	56	41,727	118	32,415
2	63,000 *	57	41,700 *	119	32,282
3	58,322	58	41,500 *	120	32,000 *
4	(57,700) *	59	41,112 *	121	31,860
5	55,000 *	60	41,000 *	122	31,750 *
6	54,667 *	61	40,970 *	123	31,500
7	53,400	62	40,740 *	124	31,100 *
8	52,500 *	63	40,505 *	125	31,007 *
9	52,489 *	64	40,500 *	126	(30,997)
10	(52,333) *	65	40,250	127	30,900 *
11	(51,852) *	66	40,204 *	128	30,797 *
12	51,672 *	67	40,100 *	129	30,506 *
13	51,427 *	68	40,020 *	130	30,341
14	(50,610)	69	40,000	131	30,288
15	50,056 *	70	40,000 *	132	29,997
16	50,034 *	71	40,000	133	29,633 *
17	(49,870) *	72	40,000	134	29,500
18	49,869 *	73	40,000	135	27,500
19	49,800	74	39,989	136	26,949
20	49,584 *	75	39,904 *	137	26,400 *
21	(49,050) *	76	39,625	138	26,290
22	(49,000) *	77	39,496 *	139	26,090 *
23	48,550 *	78	39,233 *	140	24,563 *
24	47,500 *	79	39,200 *	141	24,000
25	47,250	80	39,013	142	23,187
26	46,957 *	81	39,000 *	143	22,543
27	46,900	82	38,867 *		
28	46,746	83	38,796	AVERAGE	40,188
29	46,658	84	38,736		
30	(46,584) *	85	38,265 *		
31	46,500 *	86	(38,150)		
32	46,300	87	38,040 *		
33	46,173	88	38,000		
34	(45,926) *	89	37,570 *		
35	45,610 *	90	37,550 *		
36	45,468	91	37,307		
37	45,379	92	37,257 *		
38	45,200 *	93	37,100 *		
39	45,095 *	94	37,000 *		
40	44,880 *	95	37,000		
41	43,500 *	96	36,667		
42	43,500 *	97	36,575 *		
43	43,497	98	36,500 *		
44	43,050 *	99	36,432 *		
45	43,000	100	36,284 *		
46	42,827	101	36,186		
47	42,565 *	102	35,855 *		
48	(42,553)	103	(35,748)		
49	42,504	104	35,500		
50	42,500	105	35,500 *		
51	42,407	106	35,125		
52	42,100 *	107	35,100 *		
53	42,000 *	108	34,837		
54	41,800 *	109	34,536		
55	41,761	110	34,476 *		
		111	34,283 *		
		112	34,220 *		
		113	34,176 *		
		114	34,000 *		
		115	33,888		
		116	33,674		
		117	33,034		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	58,926 *	56	40,548 *	118	32,760
2	58,750 *	57	40,509 *	119	32,733 *
3	57,800 *	58	40,475 *	120	32,712 *
4	(57,700) *	59	40,392 *	121	32,630
5	55,891 *	60	40,314 *	122	31,860
6	55,690 *	61	40,267 *	123	31,713 *
7	53,864	62	40,040	124	31,200 *
8	53,400	63	40,000 *	125	(30,997)
9	52,500 *	64	40,000 *	126	30,616
10	(52,333) *	65	40,000	127	30,613
11	52,100 *	66	39,720 *	128	30,100 *
12	(51,852) *	67	39,600 *	129	29,593 *
13	51,500 *	68	39,500 *	130	28,560 *
14	51,000 *	69	39,407 *	131	28,000 *
15	50,056 *	70	39,319	132	26,540 *
16	50,000 *	71	39,000 *	133	26,244
17	(49,870) *	72	38,452	134	26,100
18	49,280 *	73	(38,150)	135	25,500 *
19	(49,000) *	74	38,115 *	136	24,792
20	48,958 *	75	38,080 *	137	24,444
21	48,322	76	37,996 *		
22	47,683	77	37,951 *	AVERAGE	40,031
23	47,350	78	37,822 *		
24	(46,584) *	79	37,800		
25	46,500 *	80	37,700 *		
26	46,400 *	81	37,500 *		
27	46,020 *	82	37,494		
28	46,000 *	83	37,402		
29	(46,000) *	84	37,300		
30	(45,926) *	85	37,100 *		
31	45,760 *	86	37,080 *		
32	45,200 *	87	37,020 *		
33	(45,100)	88	37,000		
34	45,000 *	89	36,925		
35	44,889	90	36,800		
36	44,600 *	91	36,780 *		
37	44,350	92	36,750		
38	44,150 *	93	36,700 *		
39	44,075 *	94	36,370 *		
40	44,000 *	95	36,152		
41	43,728	96	36,000		
42	43,605 *	97	35,612		
43	43,091	98	35,500 *		
44	43,050 *	99	35,250		
45	(42,553)	100	35,210		
46	42,410	101	35,000		
47	42,100 *	102	35,000 *		
48	41,785 *	103	34,944		
49	41,671	104	34,599 *		
50	41,518 *	105	34,143		
51	41,409 *	106	34,075 *		
52	41,300	107	34,067 *		
53	41,105 *	108	34,000		
54	41,025	109	34,000		
55	40,847 *	110	34,000		
		111	33,980		
		112	33,900		
		113	33,867 *		
		114	33,307 *		
		115	33,186		
		116	33,008		
		117	33,000		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(55,080)*	56	39,330	118	31,839
2	55,036 *	57	39,240 *	119	31,644 *
3	53,500 *	58	39,200 *	120	31,262 *
4	50,952 *	59	39,100 *	121	31,163
5	50,666 *	60	39,000 *	122	31,162
6	50,060	61	39,000	123	30,912
7	50,056 *	62	38,880 *	124	30,500 *
8	(49,050)*	63	38,748	125	30,276
9	48,322	64	38,674 *	126	30,145
10	47,500	65	38,456	127	30,125 *
11	47,059 *	66	38,440 *	128	30,000
12	46,980 *	67	38,300	129	30,000
13	46,944 *	68	38,212 *	130	29,819
14	46,200	69	38,086	131	29,786
15	45,483 *	70	37,878 *	132	29,300 *
16	45,238 *	71	37,807 *	133	29,040 *
17	45,150 *	72	37,470 *	134	29,000
18	44,652 *	73	37,307	135	28,992
19	44,501 *	74	37,300 *	136	28,715 *
20	44,500 *	75	37,260	137	28,512
21	44,069 *	76	37,092	138	28,211 *
22	44,000 *	77	37,000	139	27,500
23	43,600 *	78	37,000 *	140	27,353
24	43,425	79	36,655 *	141	27,066
25	42,943 *	80	36,380	142	27,000
26	42,900 *	81	(36,250)*	143	26,780
27	42,659 *	82	36,144	144	26,000 *
28	42,462	83	36,100 *	145	25,835 *
29	42,400 *	84	36,000	146	25,155
30	42,313 *	85	36,000 *	147	25,093
31	42,216	86	35,998 *	148	25,039
32	42,000 *	87	35,750 *	149	23,850
33	41,727 *	88	35,700 *	150	20,800 *
34	41,500 *	89	35,697		
35	41,400 *	90	35,629	AVERAGE	37,107
36	41,258	91	35,263		
37	41,200	92	35,250 *		
38	41,100 *	93	34,935 *		
39	41,000 *	94	34,800 *		
40	41,000	95	34,725 *		
41	40,860 *	96	34,667		
42	40,500 *	97	34,341		
43	40,465 *	98	34,200 *		
44	40,435	99	34,170 *		
45	40,348 *	100	34,154 *		
46	40,335 *	101	34,122		
47	40,200 *	102	33,962		
48	40,008 *	103	33,670		
49	40,000 *	104	33,382		
50	40,000 *	105	33,145 *		
51	39,943 *	106	33,000 *		
52	39,735 *	107	32,800		
53	39,588 *	108	32,800 *		
54	39,503 *	109	32,754 *		
55	39,385 *	110	32,483		
		111	32,346		
		112	32,304		
		113	32,300 *		
		114	32,200		
		115	32,000		
		116	32,000 *		
		117	31,860		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	63,700 *	56	40,000 *	118	27,027
2	59,000 *	57	39,899	119	25,530 *
3	57,856	58	39,368 *	120	25,512
4	57,700 *	59	39,300 *	121	25,482
5	57,500 *	60	39,166	122	25,176
6	57,000	61	39,146 *	123	23,749 *
7	55,000 *	62	38,988	124	23,500
8	54,000 *	63	38,210 *	125	23,418
9	53,500 *	64	37,890	126	22,920
10	52,700 *	65	37,666 *	127	19,934
11	52,680 *	66	37,512 *	128	18,695
12	51,258 *	67	37,100 *	129	17,000
13	51,000 *	68	37,000 *		
14	50,800 *	69	36,900 *	AVERAGE	38,028
15	48,400 *	70	36,769 *		
16	(48,360) *	71	36,485 *		
17	48,106	72	36,130 *		
18	47,950 *	73	35,811 *		
19	47,700 *	74	35,700		
20	47,664 *	75	35,484 *		
21	47,388 *	76	35,423		
22	47,116 *	77	35,151 *		
23	47,015 *	78	35,000		
24	47,000	79	34,865 *		
25	46,176	80	34,733		
26	46,140	81	34,615		
27	45,504	82	34,320		
28	45,430 *	83	33,452		
29	45,288 *	84	33,000 *		
30	45,000 *	85	32,736 *		
31	44,790 *	86	32,688		
32	44,400 *	87	32,256		
33	43,900 *	88	32,200 *		
34	43,767 *	89	32,100		
35	43,736 *	90	32,058		
36	43,644	91	31,500		
37	43,548 *	92	30,876		
38	43,503 *	93	30,406		
39	43,000 *	94	30,355 *		
40	42,960 *	95	30,123		
41	42,613 *	96	30,000		
42	42,500 *	97	29,900 *		
43	42,500 *	98	29,800		
44	42,000 *	99	29,779 *		
45	41,900	100	29,652		
46	41,788 *	101	29,540		
47	41,407 *	102	29,485 *		
48	41,400 *	103	29,442		
49	41,000	104	29,400 *		
50	40,900 *	105	29,146		
51	40,874 *	106	29,000 *		
52	40,860 *	107	28,968 *		
53	40,776 *	108	28,760		
54	40,560	109	28,430 *		
55	40,412 *	110	28,400		
		111	28,250		
		112	27,832 *		
		113	27,760 *		
		114	27,522		
		115	27,496 *		
		116	27,300 *		
		117	27,275		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	88,318	56	59,300 *	118	20,958 *
2	87,001 *	57	59,072 *		
3	84,823 *	58	58,900 *	AVERAGE	55,867
4	83,098 *	59	58,319		
5	80,700 *	60	56,878 *		
6	79,700 *	61	56,531 *		
7	79,242 *	62	56,050 *		
8	78,200 *	63	55,864		
9	76,220 *	64	55,790		
10	75,732	65	55,752 *		
11	75,500 *	66	55,065 *		
12	74,872 *	67	54,750		
13	74,802 *	68	54,696 *		
14	74,620 *	69	54,498 *		
15	72,610 *	70	54,250 *		
16	71,842 *	71	54,000 *		
17	71,764 *	72	53,436 *		
18	71,450 *	73	53,380 *		
19	71,160 *	74	53,105 *		
20	70,384 *	75	52,963 *		
21	69,220 *	76	52,800 *		
22	68,748	77	52,337 *		
23	68,678	78	52,300 *		
24	68,200 *	79	52,200		
25	67,961 *	80	51,699 *		
26	67,555 *	81	51,500		
27	67,274 *	82	51,233		
28	67,200 *	83	51,124		
29	67,000 *	84	50,113		
30	66,200 *	85	49,750 *		
31	66,150 *	86	49,156		
32	66,117 *	87	48,441 *		
33	65,832 *	88	48,000		
34	65,544 *	89	47,568 *		
35	65,508 *	90	47,000 *		
36	65,412	91	46,375 *		
37	64,980 *	92	45,500 *		
38	64,889 *	93	44,920		
39	64,150 *	94	43,000 *		
40	63,227 *	95	42,500 *		
41	62,665 *	96	42,372		
42	62,330 *	97	40,000 *		
43	62,040	98	39,900 *		
44	61,668 *	99	39,700		
45	61,483	100	39,670 *		
46	61,060	101	39,322		
47	61,000 *	102	39,100 *		
48	60,300 *	103	37,060		
49	60,200 *	104	36,651		
50	60,191 *	105	32,955 *		
51	60,151 *	106	32,200		
52	60,129	107	30,000		
53	59,758	108	28,856		
54	59,400 *	109	28,520		
55	59,400 *	110	26,738 *		
		111	25,688		
		112	24,718		
		113	24,486		
		114	24,024		
		115	22,617		
		116	21,812		
		117	21,138		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(64,000)	24	68,320 *	19	54,000 *
2	(90,000) *	25	68,000 *	20	52,643 *
3	(89,000) *	26	68,000 *	21	50,236
4	84,100 *	27	66,449 *	22	(50,000)
5	80,397 *	28	66,100 *	23	(44,635) *
6	80,000 *	29	(65,675)		
7	78,500 *	30	65,200 *	AVERAGE	60,460
8	78,136 *	31	65,000 *		
9	(76,700)	32	64,890		
10	76,141 *	33	64,000		
11	74,580 *	34	63,863 *		
12	74,079	35	63,408 *		
13	73,500 *	36	62,736		
14	73,000	37	62,276 *		
15	72,000 *	38	62,232		
16	67,392 *	39	62,175 *		
17	65,525 *	40	61,803		
18	65,004	41	61,800 *		
19	(64,083) *	42	60,489		
20	(60,870) *	43	59,500 *		
21	59,880 *	44	57,684		
22	52,500	45	56,940		
23	50,000	46	55,807		
24	50,000 *	47	55,200		
25	(48,602)	48	53,500		
AVERAGE	71,120	49	52,500 *		
		50	50,730 *		
		51	50,000 *		
		52	48,972 *		
		53	48,800		
		54	48,665		
		55	48,386 *		
		AVERAGE	65,384		

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(83,500) *
2	80,000 *
3	78,000 *
4	(77,103) *
5	76,350 *
6	76,000 *
7	(75,900)
8	(74,880) *
9	73,673 *
10	73,200 *
11	73,100 *
12	73,000 *
13	72,700 *
14	71,500 *
15	70,803 *
16	70,103 *
17	(70,000) *
18	70,000 *
19	70,000 *
20	69,758 *
21	69,649 *
22	69,436
23	68,400 *

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	74,500 *
2	74,000 *
3	(71,800) *
4	70,000 *
5	69,960 *
6	67,000 *
7	63,276 *
8	62,700 *
9	62,700 *
10	60,200
11	60,000
12	59,964
13	58,900 *
14	58,350 *
15	57,900 *
16	56,634 *
17	55,658 *
18	55,500 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: RANK
LEGAL COUNSEL

RANK	SALARY
1	89,000
2	80,892 *
3	77,000 *
4	70,300 *
5	70,100 *
6	70,000 *
7	63,700 *
8	62,500
9	62,004 *
10	62,000
11	61,500 *
12	60,000 *
13	59,903 *
14	59,424
15	58,680 *
16	58,300 *
17	58,000 *
18	57,500 *
19	56,840 *
20	56,500 *
21	55,125 *
22	54,631
23	54,400 *
24	53,312 *
25	53,300 *
26	53,000 *
27	52,915 *
28	52,150 *
29	51,000
30	50,880 *
31	50,850
32	50,750
33	49,835
34	49,050 *
35	48,698
36	48,500 *
37	47,985
38	47,525 *
39	47,200 *
40	46,900 *
41	46,453
42	46,250 *
43	45,803 *
44	45,000 *
45	44,763 *
46	44,000 *
47	43,980 *
48	43,450
49	43,300
50	43,250
51	41,938 *
52	41,872 *
53	40,000
54	38,563 *
55	38,500 *

RANK	SALARY
56	37,385 *
57	37,000
58	36,546
59	36,000
60	35,775 *
61	33,564 *
62	32,256 *
63	31,673
64	28,540 *
AVERAGE	51,063

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	73,070 *
2	70,106 *
3	67,750 *
4	64,236 *
5	63,350 *
6	62,520 *
7	62,400 *
8	60,200 *
9	59,900 *
10	58,900 *
11	57,609
12	57,600
13	57,557 *
14	57,400 *
15	56,581 *
16	56,500 *
17	56,210
18	56,202
19	56,158
20	56,004
21	55,800 *
22	55,800 *
23	55,620 *
24	55,000 *
25	55,000 *
26	55,000 *
27	54,100 *
28	54,000
29	53,850
30	53,500 *
31	52,860 *
32	52,500
33	52,439 *
34	52,000 *
35	52,000
36	50,500 *
37	50,208 *
38	49,900
39	49,824 *
40	49,500 *

RANK	SALARY
41	48,960
42	48,905
43	48,313
44	48,264 *
45	48,149 *
46	48,048
47	47,825 *
48	47,719
49	47,568
50	46,900 *
51	46,750
52	46,640
53	46,416
54	46,380 *
55	45,000
56	44,760
57	44,508 *
58	44,370
59	44,200 *
60	44,200 *
61	44,076 *
62	44,000 *
63	44,000 *
64	44,000 *
65	43,308
66	42,800 *
67	42,167 *
68	42,096
69	42,000
70	42,000 *
71	41,500 *
72	41,388
73	41,200 *
74	41,000
75	40,800 *
76	40,008
77	40,000 *
78	39,960 *
79	39,710
80	39,600 *
81	39,560
82	38,842 *
83	38,543 *
84	38,125 *
85	35,250
86	34,700 *
87	34,122 *
88	34,000 *
89	33,858
90	33,600
91	32,688 *
92	32,500 *
93	32,136 *
94	32,076 *
95	31,800 *
96	31,638 *
97	31,065 *
98	30,703
99	(30,400) *
100	30,172 *

Continued

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

Continued

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY	RANK	SALARY
101	29,900 *	37	45,600 *
102	28,870 *	38	45,210
103	26,920 *	39	45,126 *
104	(26,848)	40	45,000 *
105	26,379	41	44,640 *
106	25,164 *	42	44,484 *
107	22,000	43	44,247
108	20,508	44	44,100
109	19,532	45	44,004 *
110	19,011 *	46	43,788 *
AVERAGE	45,091	47	43,450
		48	43,258 *
		49	43,216 *
		50	43,000 *
		51	42,500 *
		52	41,810
		53	41,760
		54	41,576 *
		55	41,500
		56	40,992
		57	40,693 *
		58	40,180 *
		59	40,176
		60	38,850 *
		61	(38,700) *
		62	37,944
		63	37,440 *
		64	37,148 *
		65	36,936 *
		66	36,773
		67	35,964 *
		68	35,000 *
		69	34,675
		70	34,600
		71	34,408 *
		72	33,924
		73	33,881
		74	(33,858)
		75	33,663
		76	33,451
		77	33,000
		78	32,879 *
		79	32,805 *
		80	32,243
		81	31,142
		82	31,137
		83	30,000 *
		84	29,568
		85	29,060 *
		86	28,903
		AVERAGE	44,366

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY	RANK	SALARY
1	67,000 *	61	(38,700) *
2	66,703 *	62	37,944
3	64,315	63	37,440 *
4	64,270 *	64	37,148 *
5	62,860	65	36,936 *
6	60,491 *	66	36,773
7	58,275 *	67	35,964 *
8	(37,900)	68	35,000 *
9	(37,154) *	69	34,675
10	37,000	70	34,600
11	34,500 *	71	34,408 *
12	33,900 *	72	33,924
13	32,500 *	73	33,881
14	31,336 *	74	(33,858)
15	31,254 *	75	33,663
16	31,000 *	76	33,451
17	31,000 *	77	33,000
18	(30,670)	78	32,879 *
19	30,600 *	79	32,805 *
20	30,400 *	80	32,243
21	30,144 *	81	31,142
22	(30,000) *	82	31,137
23	30,000 *	83	30,000 *
24	30,000	84	29,568
25	49,300 *	85	29,060 *
26	49,000 *	86	28,903
27	48,875 *		
28	48,603 *		
29	48,450		
30	48,300 *		
31	47,952 *		
32	47,240		
33	47,000 *		
34	46,920 *		
35	46,500 *		
36	45,900 *		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: RANK
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	71,904 *
2	69,000 *
3	64,750
4	64,303 *
5	63,656 *
6	63,492 *
7	62,200 *
8	61,771 *
9	61,212
10	59,880 *
11	59,500 *
12	59,400 *
13	59,000 *
14	58,700 *
15	58,000 *
16	(57,900)
17	57,501 *
18	57,500 *
19	57,288 *
20	(57,154) *
21	56,500 *
22	56,400 *
23	56,287 *
24	55,608 *
25	55,600 *
26	55,000 *
27	54,432
28	53,856
29	53,400 *
30	52,000 *
31	52,000 *
32	51,148
33	51,086 *
34	51,000 *
35	50,900 *
36	50,735 *
37	50,693
38	50,404 *
39	50,056 *
40	50,050
41	50,000 *
42	50,000 *
43	50,000 *
44	49,960
45	49,557
46	49,380 *
47	49,332 *
48	48,788 *
49	48,624
50	48,290
51	48,044
52	48,000
53	47,800
54	47,775
55	47,600 *

SALARY

56	47,550 *
57	47,545 *
58	47,500 *
59	47,500 *
60	47,249 *
61	47,076
62	46,993
63	46,632 *
64	46,356 *
65	46,125 *
66	46,043
67	45,900
68	45,865 *
69	45,624 *
70	45,620 *
71	45,590 *
72	45,500
73	45,400 *
74	45,037 *
75	44,884
76	44,880
77	44,600 *
78	44,600 *
79	44,400
80	44,325
81	44,300
82	44,221 *
83	44,200 *
84	44,004 *
85	44,000 *
86	44,000 *
87	44,000
88	43,980 *
89	43,890
90	43,888
91	43,800
92	43,740 *
93	43,575
94	43,522 *
95	43,462
96	43,425 *
97	43,250 *
98	42,727 *
99	42,411 *
100	42,199
101	42,152
102	41,830
103	41,815
104	41,720
105	41,700
106	41,700
107	40,992
108	40,989
109	40,866
110	39,789 *
111	39,570 *
112	39,530
113	39,450 *
114	39,000 *
115	39,000
116	38,114 *
117	38,000

RANK

SALARY

118	37,794
119	37,500
120	37,500
121	37,045 *
122	36,900
123	36,648 *
124	36,400 *
125	36,094 *
126	36,000 *
127	35,760 *
128	35,426
129	35,095
130	35,050
131	34,918 *
132	34,710
133	34,650
134	33,939
135	(33,858)
136	33,708 *
137	33,062 *
138	32,472
139	29,799
140	29,496
141	28,518
AVERAGE	46,485

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: RANK
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY	RANK	SALARY
1	57,000 *	56	37,500 *
2	55,600 *	57	37,319 *
3	55,173 *	58	37,000 *
4	55,087 *	59	36,924 *
5	55,000 *	60	36,900 *
6	52,936 *	61	36,700 *
7	52,800 *	62	36,401 *
8	52,667 *	63	36,340 *
9	50,000 *	64	36,336 *
10	48,908 *	65	36,296 *
11	48,760 *	66	36,225 *
12	48,150 *	67	36,060 *
13	48,108 *	68	36,011 *
14	47,250 *	69	35,400 *
15	46,532 *	70	35,400 *
16	46,476 *	71	35,335 *
17	46,064 *	72	35,175 *
18	46,000 *	73	34,744 *
19	45,720 *	74	34,524 *
20	45,500 *	75	34,110 *
21	45,200 *	76	34,032 *
22	45,000 *	77	33,608 *
23	44,550 *	78	33,404 *
24	44,473 *	79	33,200 *
25	44,350 *	80	33,100 *
26	43,792 *	81	32,916 *
27	43,400 *	82	32,906 *
28	42,900 *	83	32,662 *
29	42,500 *	84	32,300 *
30	42,500 *	85	32,256 *
31	42,439 *	86	32,136 *
32	42,350 *	87	32,092 *
33	41,787 *	88	31,200 *
34	41,716 *	89	31,000 *
35	41,616 *	90	30,900 *
36	41,498 *	91	29,997 *
37	41,040 *	92	29,892 *
38	40,873 *	93	29,652 *
39	40,872 *	94	29,575 *
40	40,377 *	95	29,364 *
41	40,036 *	96	29,196 *
42	40,008 *	97	28,574 *
43	40,000 *	98	28,444 *
44	39,840 *	99	28,362 *
45	39,000 *	100	28,357 *
46	38,900 *	101	28,175 *
47	38,839 *	102	28,000 *
48	38,665 *	103	27,994 *
49	38,500 *	104	27,989 *
50	38,500 *	105	27,038 *
51	38,422 *	106	27,000 *
52	38,072 *	107	26,112 *
53	37,750 *	108	26,000 *
54	37,550 *	109	25,804 *
55	37,500 *	110	25,482 *
		111	23,500 *
		112	23,300 *
		113	23,160 *
		114	22,020 *
		115	21,660 *
		AVERAGE	37,579

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(69,000) *
2	(79,200) *
3	(75,100) *
4	71,000 *
5	(70,800) *
6	70,600 *
7	69,888 *
8	69,649 *
9	68,000 *
10	67,840 *
11	66,834 *
12	64,890 *
13	(63,912) *
14	63,250 *
15	62,700 *
16	62,600 *
17	62,200 *
18	61,285 *
19	60,797 *
20	60,000 *
21	60,000 *
22	57,336 *
23	54,100 *
24	53,600 *
25	53,000 *
26	50,800 *
27	(49,500) *
28	34,500 *
AVERAGE	63,299

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,203 *
2	59,040 *
3	59,000 *
4	59,000 *
5	57,400 *
6	56,059 *
7	55,000 *
8	52,390 *
9	52,228 *
10	51,417 *
11	50,936 *
12	50,144 *
13	(50,004)
14	49,900 *
15	49,128 *
16	48,852 *
17	48,200 *
18	47,664 *
19	47,640 *
20	47,500 *
21	47,500 *
22	45,750 *
23	45,192 *
24	45,000 *
25	44,500 *
26	44,000 *
27	44,000 *
28	43,548 *
29	42,800 *
30	42,660 *
31	42,230 *
32	42,100 *
33	42,072 *
34	42,018 *
35	42,000 *
36	41,460 *
37	41,089 *
38	41,000 *
39	40,433 *
40	40,414 *
41	40,000 *
42	39,998 *
43	39,963 *
44	39,779 *
45	39,564 *
46	39,000 *
47	38,760 *
48	38,244 *
49	37,777 *
50	37,700 *
51	37,502 *
52	36,950 *
53	36,909 *
54	36,750 *
55	36,254 *

RANK	SALARY
56	36,250 *
57	36,000 *
58	35,761 *
59	35,733 *
60	35,670 *
61	35,640 *
62	35,348 *
63	35,200 *
64	(35,000)
65	34,835 *
66	34,747 *
67	34,415 *
68	33,912 *
69	33,847 *
70	33,500 *
71	32,742 *
72	32,626 *
73	32,100 *
74	32,004 *
75	31,500 *
76	31,270 *
77	30,805 *
78	30,720 *
79	30,594 *
80	30,563 *
81	30,000 *
82	29,784 *
83	29,664 *
84	29,100 *
85	28,205 *
86	27,808 *
87	27,000 *
88	26,926 *
89	26,500 *
90	26,000 *
91	25,734 *
92	22,729 *
93	22,184 *
AVERAGE	39,549 *

RANK	SALARY
11	66,550 *
12	65,900 *
13	65,400 *
14	64,873 *
15	(63,912) *
16	62,000 *
17	61,800 *
18	61,338 *
19	61,000 *
20	60,000 *
21	59,800 *
22	59,700 *
23	59,600 *
24	58,577 *
25	58,000 *
26	57,068 *
27	56,000 *
28	55,600 *
29	54,750 *
30	54,600 *
31	53,250 *
32	52,474 *
33	51,500 *
34	51,400 *
35	51,300 *
36	50,575 *
37	50,000 *
38	49,455 *
AVERAGE	61,774 *

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(99,750)
2	(75,100)
3	73,830 *
4	(70,800) *
5	69,654 *
6	69,648 *
7	69,600 *
8	68,209 *
9	67,204 *
10	(67,199) *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY	RANK	SALARY
1	65,940 *	11	71,566
2	58,500 *	12	(70,800) *
3	55,000	13	70,000 *
4	54,915 *	14	69,649 *
5	54,503 *	15	68,500 *
6	54,053	16	67,200 *
7	52,800 *	17	(67,199) *
8	51,900 *	18	66,550 *
9	50,238 *	19	65,880
10	50,000 *	20	65,000 *
11	50,000 *	21	(63,912) *
12	49,200 *	22	62,720 *
13	49,000 *	23	60,253 *
14	48,206 *	24	57,828
15	(47,200)	25	57,000
16	45,990 *	26	56,100 *
17	45,740 *	27	55,100 *
18	45,500 *	28	53,000
19	45,479	29	52,022 *
20	45,320 *	30	52,000 *
21	45,290	31	51,560
22	44,553 *	32	50,900
23	43,794 *	33	50,050 *
24	43,298	34	50,000 *
25	40,400 *	35	(49,500)
26	40,320 *	36	(48,468)
27	39,520 *	37	48,000 *
29	39,192	38	46,224 *
29	38,966 *	39	46,041
30	38,500	40	42,332 *
31	38,415 *	41	39,189 *
32	37,589	42	(34,012)
33	37,500		
34	37,200		
35	37,000 *		
36	34,000 *		
37	25,050		
38	24,069 *		
39	23,000 *		
AVERAGE	44,285		

AVERAGE

62,923

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENTPUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	126,552 *
2	(99,750)
3	(79,200) *
4	79,056 *
5	76,600 *
6	76,116 *
7	76,000 *
8	74,700 *
9	74,000 *
10	72,300 *

RANK	SALARY
1	72,000 *
2	67,800
3	61,950 *
4	61,200 *
5	60,863 *
6	(60,000) *
7	60,000 *
8	60,000 *
9	59,291 *
10	58,942 *
11	58,000 *
12	57,800 *
13	57,600
14	57,381 *
15	55,438
16	55,050 *
17	55,000
18	53,560
19	52,000 *
20	50,679

RANK	SALARY
21	50,500 *
22	50,250 *
23	50,175 *
24	(50,004)
25	49,750
26	49,572 *
27	(49,428)
28	49,000 *
29	49,000 *
30	48,600 *
31	48,400 *
32	48,200 *
33	47,973 *
34	47,800
35	(47,200)
36	46,327 *
37	46,300 *
38	46,300 *
39	46,267 *
40	46,020 *
41	46,000 *
42	45,940
43	45,578
44	45,509 *
45	45,500 *
46	45,000
47	44,882
48	44,500 *
49	(44,382) *
50	44,310
51	(44,015)
52	(44,000) *
53	43,733
54	(43,700)
55	43,660 *
56	43,250
57	43,008
58	43,000
59	42,616 *
60	42,000 *
61	41,700 *
62	41,600 *
63	41,440
64	40,000
65	40,000
66	39,768
67	39,000 *
68	38,883 *
69	38,811
70	38,500
71	38,300 *
72	(37,500) *
73	37,353 *
74	36,546
75	35,800
76	35,568
77	34,950
78	34,500
79	(34,012)
80	33,509

Continued

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

Continued

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
81	32,646 *
82	32,354 *
83	31,930 *
84	31,917 *
85	31,380 *
86	29,850
87	29,673
88	29,023
89	28,300
AVERAGE	45,630

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	77,000 *
2	73,600
3	63,600 *
4	60,249 *
5	(60,000) *
6	60,000 *
7	55,169 *
8	51,902 *
9	50,000 *
10	49,600 *
11	(49,500)
12	49,440 *
13	(49,428)
14	48,400 *
15	48,360 *
16	47,730 *
17	47,664 *
18	47,551 *
19	47,500
20	46,271 *
21	46,200 *
22	46,187 *
23	45,675
24	45,566 *
25	(44,382) *
26	(44,000) *
27	(43,700)
28	43,441 *
29	43,200 *
30	43,000 *
31	42,560
32	42,537
33	42,450
34	42,128
35	41,775 *
36	41,704 *
37	41,300 *
38	41,300 *

RANK	SALARY
39	41,100 *
40	40,956 *
41	40,829 *
42	40,000
43	40,000
44	39,801 *
45	39,785 *
46	39,700 *
47	39,690 *
48	38,998
49	38,500
50	38,349 *
51	37,908 *
52	37,900 *
53	37,597 *
54	(37,500) *
55	36,300
56	36,070 *
57	35,875 *
58	35,450
59	35,000 *
60	34,980 *
61	34,811 *
62	34,500
63	34,400 *
64	34,250
65	34,182 *
66	33,660
67	33,550 *
68	33,500 *
69	33,500
70	33,336 *
71	33,186
72	33,079
73	33,000
74	32,500 *
75	32,450
76	32,404 *
77	32,400 *
78	32,256
79	31,800 *
80	31,649
81	31,580 *
82	31,050 *
83	31,013
84	31,000
85	30,786
86	30,759 *
87	30,368
88	30,036 *
89	30,000 *
90	29,553 *
91	29,400
92	29,151
93	29,150 *
94	29,148
95	28,929
96	28,840 *
97	27,946
98	27,450 *
99	27,145
100	26,829 *

RANK	SALARY
101	25,440
102	25,207
103	24,880
104	24,720
105	24,000
106	22,740
107	21,963
108	20,600 *
109	20,372
110	20,000
111	17,500
AVERAGE	37,912

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	80,000 *
2	76,500 *
3	75,255 *
4	74,160 *
5	73,951 *
6	72,500 *
7	70,147 *
8	70,000 *
9	69,660 *
10	66,922 *
11	66,587 *
12	66,000 *
13	64,974 *
14	64,602 *
15	64,340 *
16	63,529 *
17	61,500 *
18	60,500 *
19	60,260 *
20	57,939 *
21	56,984 *
22	56,390 *
23	55,940 *
24	55,600 *
25	55,099 *
26	52,779 *
27	47,500 *
28	44,000 *
AVERAGE	63,701

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	90,875 *
2	88,500 *
3	85,825 *
4	(85,000) *
5	84,000 *
6	82,000 *
7	76,366 *
8	76,350 *
9	76,200 *
10	75,000 *
11	72,052 *
12	71,800 *
13	70,000 *
14	69,648 *
15	68,320 *
16	67,600 *
17	65,567 *
19	65,200 *
19	65,000 *
20	64,272 *
21	64,000 *
22	63,000 *
23	62,640 *
24	61,700 *
25	(61,500) *
26	60,746 *
27	60,600 *
28	60,500 *
29	(60,200) *
30	59,500 *
31	59,500 *
32	58,043 *
33	55,137 *
34	55,000 *
35	55,000 *
36	55,000 *
37	52,500 *
38	49,400 *
39	44,500 *

AVERAGE 66,616

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	85,663 *
2	80,500 *
3	(80,000) *
4	78,875 *
5	77,500 *
6	73,000 *
7	72,000 *
8	70,848 *

RANK	SALARY
9	67,900 *
10	65,000 *
11	64,400 *
12	60,815 *
13	60,000 *
14	54,720 *
15	54,404 *
16	52,900 *
17	51,600 *
18	49,400 *
19	47,949 *
20	47,360 *
21	46,900 *

AVERAGE 63,892

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	76,050 *
2	75,072 *
3	70,054 *
4	64,000 *
5	63,150 *
6	62,700 *
7	62,636 *
8	62,000 *
9	61,846 *
10	61,028 *
11	60,400 *
12	(60,200) *
13	59,579 *
14	59,187 *
15	58,000 *
16	57,423 *
17	57,400 *
18	57,314 *
19	57,300 *
20	56,101 *
21	56,000 *
22	55,901 *
23	55,000 *
24	54,975 *
25	54,205 *
26	53,604 *
27	53,000 *
28	51,700 *
29	50,750 *
30	50,500 *
31	50,442 *
32	50,320 *
33	49,599 *
34	49,540 *
35	49,377 *
36	49,334 *
37	49,050 *
38	48,813 *
39	48,117 *

RANK	SALARY
40	48,000 *
41	48,000 *
42	48,000 *
43	47,904 *
44	47,880 *
45	47,880 *
46	47,803 *
47	47,333 *
48	47,286 *
49	47,132 *
50	47,100 *
51	47,000 *
52	46,800 *
53	46,435 *
54	46,055 *
55	45,000 *
56	44,700 *
57	44,484 *
58	44,228 *
59	44,200 *
60	(44,016) *
61	44,016 *
62	43,917 *
63	43,400 *
64	43,090 *
65	42,502 *
66	42,500 *
67	42,435 *
68	41,460 *
69	40,824 *
70	39,398 *
71	38,034 *
72	38,000 *
73	38,000 *
74	37,800 *
75	37,524 *
76	37,260 *
77	37,000 *
78	37,000 *
79	36,816 *
80	36,732 *
81	36,729 *
82	36,400 *
83	36,225 *
84	36,100 *
85	35,640 *
86	35,246 *
87	35,075 *
88	34,100 *
89	32,652 *
90	32,017 *
91	31,390 *
92	29,736 *
93	28,000 *
94	27,900 *
95	27,780 *
96	27,000 *
97	26,234 *
98	23,600 *
99	20,896 *
AVERAGE	46,356

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	RANK	SALARY
1	69,617 *	59	41,557
2	62,520 *	60	41,335 *
3	62,000 *	61	41,189 *
4	(60,720)	62	41,038 *
5	(60,200)	63	40,000 *
6	60,000 *	64	40,000
7	58,685 *	65	40,000 *
8	56,796 *	66	39,980 *
9	55,969 *	67	39,640 *
10	55,708 *	68	39,500 *
11	54,900 *	69	39,000 *
12	54,717	70	(38,700) *
13	53,500 *	71	38,550
14	50,103 *	72	38,468
15	(50,000)	73	38,200
16	49,850 *	74	37,478 *
17	48,803 *	75	37,400 *
18	(48,000)	76	37,365 *
19	47,800 *	77	37,300 *
20	47,500 *	78	37,300
21	47,436	79	37,060
22	47,286	80	37,000 *
23	47,081 *	81	37,000 *
24	47,000 *	82	36,800 *
25	46,980 *	83	36,660
26	46,500	84	35,717
27	46,500	85	35,650
28	46,304 *	86	(35,500)
29	46,020 *	87	35,280
30	46,000 *	88	35,000 *
31	46,000 *	89	34,900
32	45,944 *	90	33,506 *
33	45,500	91	33,482
34	45,473	92	33,400
35	45,264	93	33,163
36	45,216 *	94	32,872
37	45,000 *	95	32,088
38	44,879 *	96	31,101 *
39	44,678 *	97	31,091
40	(44,635) *	98	31,086
41	44,500 *	99	30,900
42	44,500 *	100	30,720 *
43	44,500 *	101	30,153 *
44	(44,343) *	102	29,653
45	44,000 *	103	29,532 *
46	43,900 *	104	28,600
47	43,740	105	28,330
48	43,200 *	106	26,052 *
49	43,053 *	107	25,548
50	42,951 *	108	24,300
51	42,798 *	109	23,600
52	42,720 *	110	23,000
53	42,612		
54	42,450		
55	42,427 *		
56	42,068		
57	42,000 *		
58	41,600 *		
		AVERAGE	41,884

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	90,000 *
2	89,918 *
3	86,640 *
4	81,332 *
5	80,500 *
6	80,341 *
7	80,000 *
8	79,200 *
9	77,200 *
10	75,275 *
11	74,700 *
12	74,200 *
13	73,236 *
14	72,800 *
15	71,623 *
16	71,000 *
17	70,680 *
18	70,600 *
19	70,600 *
20	69,600 *
21	68,250 *
22	67,938 *
23	67,920 *
24	67,640 *
25	66,636 *
26	66,500 *
27	66,000 *
28	65,096 *
29	64,974 *
30	62,931 *
31	62,750 *
32	62,700 *
33	61,800 *
34	61,344 *
35	61,200 *
36	59,750 *
37	59,509 *
38	58,836 *
39	58,810 *
40	(58,500) *
41	57,700 *
42	57,600 *
43	57,600 *
44	55,785 *
45	55,608 *
46	54,594 *
47	52,476 *
48	50,120 *
49	50,065 *
50	47,209 *
51	38,784 *
AVERAGE	66,398

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	75,000 *
2	72,120 *
3	71,500 *
4	71,300 *
5	(70,000) *
6	69,500 *
7	69,000 *
8	69,000 *
9	68,000 *
10	67,020 *
11	65,564 *
12	65,508 *
13	65,000 *
14	65,000 *
15	64,800 *
16	63,603 *
17	63,372 *
18	62,193 *
19	61,950 *
20	60,900 *
21	60,200 *
22	60,000 *
23	58,647 *
24	58,550 *
25	58,000 *
26	57,771 *
27	57,264 *
28	57,200 *
29	56,448 *
30	56,100 *
31	55,750 *
32	55,000 *
33	54,000 *
34	53,448 *
35	53,040 *
36	50,100 *
37	50,003 *
38	49,400 *
39	48,500 *
40	43,450 *
AVERAGE	60,833

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY	RANK	SALARY
1	62,753	59	60,000
2	65,000 *	60	60,000 *
3	(64,300) *	61	60,000
4	62,000 *	62	60,000
5	61,500 *	63	59,579 *
6	61,400 *	64	58,836 *
7	61,048 *	65	58,810 *
8	60,000 *	66	58,638
9	(60,000) *	67	58,500
10	79,600 *	68	58,500
11	78,600	69	58,000
12	76,657 *	70	58,000 *
13	74,000 *	71	57,800
14	72,000	72	56,707
15	72,000	73	56,700
16	71,900 *	74	56,304
17	71,800 *	75	56,125
18	71,300 *	76	56,014 *
19	71,200 *	77	55,879 *
20	70,762	78	55,778 *
21	70,600 *	79	55,608
22	70,452 *	80	55,590
23	70,200 *	81	55,386 *
24	69,700 *	82	55,350
25	69,000 *	83	55,080 *
26	68,625 *	84	55,000 *
27	68,147 *	85	55,000 *
28	68,000 *	86	54,181 *
29	67,250 *	87	54,000
30	67,020 *	88	53,921
31	66,674	89	53,523 *
32	66,542 *	90	53,004
33	66,414	91	52,530 *
34	66,094	92	52,368 *
35	65,800 *	93	52,300
36	65,000	94	52,056
37	65,000 *	95	51,838
38	64,980 *	96	51,750 *
39	64,900 *	97	51,675 *
40	64,200 *	98	50,742 *
41	63,500 *	99	50,363
42	63,500 *	100	50,000
43	62,900	101	49,500
44	62,760 *	102	49,100
45	62,520	103	49,000 *
46	62,427 *	104	48,355 *
47	62,400 *	105	48,006
48	62,230 *	106	48,107 *
49	62,109	107	46,035
50	62,000	108	43,089
51	62,000 *	109	40,911
52	61,600 *		
53	61,441 *		
54	61,400		
55	61,284 *		
56	61,270 *		
57	60,300 *		
58	60,200		
		AVERAGE	62,108

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	97,525	59	64,400	121	53,000
2	97,416	60	64,000 *	122	52,440
3	87,000 *	61	63,950	123	52,000
4	83,200 *	62	63,888 *	124	51,725 *
5	81,370 *	63	63,800	125	51,603
6	81,100 *	64	63,800 *	126	51,511 *
7	80,219 *	65	63,719	127	51,367 *
8	80,040 *	66	63,551	128	50,952
9	80,004 *	67	63,500 *	129	50,843 *
10	79,667 *	68	63,500 *	130	50,240
11	78,312 *	69	63,000 *	131	50,000 *
12	78,100 *	70	62,928	132	49,988 *
13	78,000	71	62,732 *	133	49,900 *
14	78,000 *	72	62,500 *	134	48,500
15	77,700 *	73	62,150 *	135	46,435
16	77,500 *	74	62,000	136	46,035
17	77,500	75	61,820 *	137	44,000
18	76,849 *	76	61,800 *	138	35,349
19	75,275 *	77	61,524 *		
20	75,200 *	78	61,500	AVERAGE	64,072
21	75,200 *	79	61,000 *		
22	75,000 *	80	60,710		
23	75,000 *	81	60,598 *		
24	74,640 *	82	60,500		
25	74,425 *	83	60,500 *		
26	74,124 *	84	60,500		
27	73,610 *	85	60,200		
28	73,600 *	86	60,008 *		
29	73,500 *	87	60,001		
30	73,300 *	88	60,000 *		
31	72,564 *	89	60,000 *		
32	72,500 *	90	60,000		
33	72,030 *	91	59,600 *		
34	71,800 *	92	(59,579) *		
35	71,639 *	93	59,000 *		
36	71,467	94	58,810 *		
37	71,000 *	95	58,772 *		
38	70,925 *	96	58,424		
39	70,000	97	58,320 *		
40	69,500 *	98	58,008		
41	68,525 *	99	58,000		
42	68,255 *	100	57,850 *		
43	68,050 *	101	57,057		
44	67,770	102	56,682		
45	67,600 *	103	56,304		
46	67,500 *	104	56,125		
47	67,000 *	105	56,104 *		
48	66,725 *	106	56,026		
49	66,500 *	107	56,017		
50	66,500	108	56,000 *		
51	66,414	109	55,764		
52	66,116	110	55,608		
53	66,000 *	111	55,479		
54	65,688 *	112	55,437		
55	65,575	113	55,236		
56	65,097	114	55,200 *		
57	64,700	115	55,008		
58	64,640 *	116	55,000		
		117	54,950		
		118	54,900 *		
		119	54,324		
		120	54,000		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(73,100) *
2	68,265 *
3	68,000 *
4	65,000 *
5	63,600 *
6	63,200 *
7	63,031 *
8	62,796 *
9	62,600 *
10	62,000 *
11	(62,000) *
12	61,499 *
13	60,700 *
14	60,255 *
15	59,514 *
16	59,500 *
17	59,487 *
18	59,057 *
19	58,920 *
20	58,550 *
21	58,500 *
22	58,008 *
23	57,829 *
24	57,745 *
25	57,704 *
26	57,700 *
27	57,300 *
28	57,200 *
29	57,100 *
30	57,000 *
31	57,000 *
32	56,588 *
33	56,565 *
34	56,125 *
35	56,000 *
36	56,000 *
37	55,792 *
38	55,000 *
39	54,900 *
40	54,745 *
41	54,043 *
42	54,000 *
43	53,827 *
44	53,700 *
45	53,600 *
46	53,064 *
47	53,040 *
48	53,000 *
49	52,841 *
50	52,600 *
51	52,500 *
52	52,499 *
53	52,000 *
54	51,398 *
55	51,322 *
56	51,200 *
57	50,952 *
58	50,580 *

RANK	SALARY
59	50,400 *
60	50,400 *
61	49,570 *
62	49,524 *
63	49,500 *
64	49,500 *
65	49,200 *
66	49,000 *
67	48,776 *
68	48,000 *
69	48,000 *
70	47,578 *
71	47,062 *
72	46,956 *
73	46,500 *
74	46,413 *
75	46,035 *
76	45,944 *
77	45,212 *
78	45,150 *
79	44,424 *
80	44,250 *
81	44,000 *
82	43,680 *
83	43,560 *
84	42,971 *
85	42,590 *
86	42,432 *
87	41,820 *
88	41,420 *
89	41,319 *
90	41,300 *
91	40,506 *
92	40,343 *
93	40,300 *
94	40,158 *
95	39,000 *
96	38,002 *
97	(35,000) *
98	34,076 *
99	34,000 *
100	33,341 *
101	29,618 *
AVERAGE	51,575 *

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	106,755 *
2	100,175 *
3	99,000 *
4	98,000 *
5	82,729 *
6	81,048 *
7	80,000 *
8	79,570 *
9	78,400 *
10	(76,500) *
11	75,774 *
12	75,525 *
13	74,460 *
14	67,824 *
AVERAGE	83,983 *

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY	RANK	SALARY
1	72,564 *	40	63,205 *
2	63,300 *	41	63,200 *
3	62,878	42	63,000 *
4	62,605 *	43	63,000 *
5	59,000 *	44	63,000 *
6	(58,080) *	45	62,933 *
7	57,695	46	62,700 *
8	55,016 *	47	62,400 *
9	55,000	48	62,250 *
10	52,001	49	62,215 *
		50	61,600 *
		51	61,500 *
		52	61,000 *
		53	61,000 *
AVERAGE	59,834	54	60,754
		55	60,700 *
		56	60,645 *
		57	60,440
		58	60,430
		59	60,107 *
		60	60,000 *
		61	60,000
		62	59,580 *
		63	59,579 *
		64	59,500 *
		65	59,405
		66	59,375
		67	59,300
		68	59,088 *
		69	59,000
		70	58,950 *
		71	58,810 *
		72	58,152 *
		73	58,020
		74	58,008
		75	58,000
		76	58,000
		77	57,989
		78	57,968 *
		79	57,750 *
		80	57,613
		81	57,600 *
		82	57,600 *
		83	57,500 *
		84	57,250 *
		85	57,100
		86	57,000
		87	57,000
		88	56,901 *
		89	56,682
		90	56,304
		91	56,125
		92	56,014 *
		93	55,608
		94	55,200 *
		95	55,000 *
		96	54,828 *
		97	53,945
		98	53,700 *
		99	53,604
		100	53,184
		101	53,136
		102	53,040
		103	53,000
		104	53,000
		105	53,000
		106	52,628
		107	52,572
		108	52,500
		109	52,229
		110	51,800 *
		111	51,800 *
		112	51,000
		113	50,956 *
		114	50,400
		115	50,232 *
		116	50,000
		117	50,000 *
		118	49,570 *
		119	49,500 *
		120	49,067
		121	48,800
		122	47,765 *
		123	46,475 *
		124	46,435
		125	46,035
		126	45,614 *
		127	45,390 *
		128	44,652
		129	43,102 *
		130	42,400
		131	41,000
		AVERAGE	59,873

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY	RANK	SALARY
1	91,500 *	62	59,580 *
2	80,340 *	63	59,579 *
3	78,000 *	64	59,500 *
4	76,120 *	65	59,405
5	75,649 *	66	59,375
6	75,468 *	67	59,300
7	75,066 *	68	59,088 *
8	75,000	69	59,000
9	74,500 *	70	58,950 *
10	73,500 *	71	58,810 *
11	72,840	72	58,152 *
12	72,000 *	73	58,020
13	71,400 *	74	58,008
14	(71,040) *	75	58,000
15	70,349 *	76	58,000
16	70,000 *	77	57,989
17	70,000 *	78	57,968 *
18	70,000 *	79	57,750 *
19	69,000 *	80	57,613
20	68,640 *	81	57,600 *
21	68,266 *	82	57,600 *
22	68,255 *	83	57,500 *
23	68,000 *	84	57,250 *
24	67,720	85	57,100
25	67,000 *	86	57,000
26	66,996 *	87	57,000
27	(66,704) *	88	56,901 *
28	66,414	89	56,682
29	66,000 *	90	56,304
30	65,100 *	91	56,125
31	65,000 *	92	56,014 *
32	64,600	93	55,608
33	64,329 *	94	55,200 *
34	64,310	95	55,000 *
35	63,839 *	96	54,828 *
36	63,800	97	53,945
37	63,736 *	98	53,700 *
38	63,710 *	99	53,604
39	63,700 *	100	53,184
		101	53,136
		102	53,040
		103	53,000
		104	53,000
		105	53,000
		106	52,628
		107	52,572
		108	52,500
		109	52,229
		110	51,800 *
		111	51,800 *
		112	51,000
		113	50,956 *
		114	50,400
		115	50,232 *
		116	50,000
		117	50,000 *
		118	49,570 *
		119	49,500 *
		120	49,067
		121	48,800
		122	47,765 *
		123	46,475 *
		124	46,435
		125	46,035
		126	45,614 *
		127	45,390 *
		128	44,652
		129	43,102 *
		130	42,400
		131	41,000
		AVERAGE	59,873

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	115,000 *	60	66,776 *	13	60,898 *
2	93,000 *	61	65,000	14	60,650 *
3	91,052 *	62	65,000 *	15	60,600
4	90,000 *	63	64,720 *	16	60,504
5	90,000	64	64,400 *	17	60,000
6	88,100 *	65	64,329	18	59,500
7	86,000 *	66	63,811 *	19	58,428 *
8	84,261 *	67	63,800	20	58,000 *
9	84,000 *	68	63,000	21	58,000 *
10	83,034 *	69	62,607 *	22	57,300
11	82,500 *	70	62,600	23	56,682
12	82,000 *	71	62,504 *	24	56,087 *
13	81,000 *	72	62,500	25	56,000
14	80,040 *	73	62,200 *	26	55,908 *
15	80,000 *	74	61,825 *	27	55,000
16	79,667 *	75	61,212	28	54,577 *
17	79,608	76	61,000 *	29	54,000
18	78,900 *	77	60,000 *	30	54,000 *
19	78,500 *	78	59,920	31	54,000
20	78,000 *	79	59,417	32	53,709 *
21	77,700 *	80	59,200	33	53,360
22	77,000 *	81	59,000	34	53,153
23	76,618 *	82	58,428 *	35	51,300 *
24	76,366 *	83	58,200 *	36	49,500
25	75,640 *	84	58,100 *	37	48,022 *
26	75,000 *	85	57,768 *	38	47,500
27	74,904 *	86	57,266 *	39	46,632
28	74,435 *	87	56,994 *	40	46,488 *
29	74,388 *	88	56,700	41	46,435
30	74,100 *	89	56,250 *	42	46,026 *
31	73,500	90	56,000	43	46,008
32	73,000 *	91	55,788	44	46,000
33	72,564 *	92	55,608	45	45,000 *
34	72,500 *	93	55,128	46	43,146 *
35	72,041 *	94	54,319 *	47	38,545 *
36	72,000	95	53,076		
37	71,750	96	53,000		
38	71,627 *	97	52,850 *		
39	71,379 *	98	50,500 *		
40	71,020 *	99	50,000		
41	71,000	100	48,800		
42	70,200 *	101	45,064		
43	70,000	102	33,808		
44	(70,000) *				
45	70,000 *				
46	69,000 *				
47	68,900				
48	68,300 *				
49	68,257 *				
50	68,200 *				
51	68,000 *				
52	67,980				
53	67,945 *				
54	67,838 *				
55	67,500 *				
56	67,500 *				
57	67,074 *				
58	67,000				
59	67,000 *				

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	(64,300) *
2	76,000 *
3	75,000 *
4	(72,000)
5	71,900 *
6	70,920 *
7	68,388 *
8	67,867 *
9	65,096 *
10	62,427 *
11	62,000 *
12	61,200 *

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	71,400 *
2	71,300 *
3	70,835 *
4	65,600 *
5	61,652 *
6	60,200 *
7	59,832 *
8	59,015 *
9	58,222
10	(58,080) *
11	58,000 *
12	56,682
13	55,016 *
14	54,000
15	52,430 *
16	50,651 *
17	42,936 *
AVERAGE	59,168

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	85,669 *
2	82,000 *
3	80,324 *
4	78,700 *
5	78,100 *
6	76,500 *
7	(76,000) *
8	73,800 *
9	73,333
10	72,924
11	72,000 *
12	68,000 *
13	67,564 *
14	67,560 *
15	67,178 *
16	66,940
17	66,399 *
18	66,000 *
19	65,220 *
20	(65,000) *
21	64,200
22	64,109 *
23	64,100
24	63,844 *
25	63,700
26	63,180 *
27	63,148 *
28	63,000
29	63,000 *
30	62,640 *
31	61,000 *
32	60,999 *
33	60,936 *
34	60,800 *
35	60,600 *
36	60,500 *
37	60,277
38	60,252 *
39	60,071 *
40	60,000
41	59,600 *
42	59,500 *
43	59,440 *
44	59,434 *
45	59,000 *
46	59,000 *
47	59,000 *
48	58,875 *
49	58,700
50	58,500 *
51	57,996
52	57,200 *
53	57,200 *
54	56,880
55	56,194
56	56,135 *
57	56,125
58	56,000 *
59	55,608

RANK

SALARY

60	55,440
61	55,296
62	55,200 *
63	55,000 *
64	55,000
65	55,000
66	54,864
67	54,707
68	54,700 *
69	54,668 *
70	54,400
71	54,317
72	54,210 *
73	53,900 *
74	53,797
75	53,250 *
76	53,019 *
77	52,900
78	52,807
79	52,730
80	52,621
81	52,619 *
82	52,200
83	52,000 *
84	51,724
85	51,400
86	51,218
87	50,952
88	50,844
89	50,740
90	50,700 *
91	50,508
92	50,150 *
93	50,000 *
94	49,800
95	49,500 *
96	49,192
97	49,069
98	49,008
99	47,286
100	47,067
101	46,435
102	45,787
103	45,579
104	45,011
105	45,000 *
106	44,654 *
107	42,700 *
108	40,911

AVERAGE 58,238

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK

SALARY

1	(71,040) *
2	69,500 *
3	63,500 *

RANK

SALARY

4	63,000 *
5	62,305 *
6	60,962
7	60,765 *
9	60,204 *
9	59,220 *
10	58,636 *
11	58,292 *
12	56,834 *
13	54,330 *
14	53,604
15	53,520 *
16	53,040 *
17	52,750 *
18	52,468 *
19	51,500 *
20	51,000 *
21	50,952
22	50,592
23	50,270 *
24	49,000
25	48,840
26	48,800
27	48,600
28	44,427
29	42,018 *
30	40,000
31	36,678
32	28,100
33	24,288

AVERAGE 52,395

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK

SALARY

1	56,800 *
2	60,031 *
3	79,920 *
4	79,632 *
5	77,926 *
6	77,800
7	68,500 *
8	66,112 *
9	(65,000)
10	62,934 *
11	62,400
12	62,100 *
13	60,400 *
14	60,012 *
15	60,000 *
16	57,169
17	56,545
18	55,620 *
19	50,300
20	46,010

AVERAGE 66,261

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	75,100 *
2	70,455 *
3	69,878 *
4	69,300 *
5	67,608 *
6	67,500 *
7	67,000 *
8	66,000 *
9	65,438 *
10	64,970 *
11	63,600 *
12	62,230 *
13	60,500 *
14	59,500 *
15	58,000 *
16	58,000 *
17	58,000 *
18	57,700 *
19	57,500 *
20	57,250 *
21	56,475 *
22	55,000 *
23	54,500 *
24	50,750 *
25	50,696 *
26	48,550 *
27	48,000 *
28	46,435 *
29	45,870 *
30	45,563 *
31	43,782 *
32	43,086 *
33	34,000 *
34	29,772 *
AVERAGE	56,712

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(64,300) *
2	76,400 *
3	(75,701) *
4	74,286 *
5	(72,000) *
6	70,000 *
7	66,000 *
8	65,163 *
9	(64,169) *
10	63,000 *
11	62,000 *
12	61,000 *
13	60,000 *
14	59,900 *
15	57,412 *

RANK

SALARY

16	57,000 *
17	56,338 *
18	55,800 *
19	53,000 *
20	50,000 *
21	46,435 *
22	44,544 *
23	41,800 *
AVERAGE	61,576

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	75,000 *
2	70,000 *
3	69,550 *
4	69,291 *
5	67,000 *
6	65,728 *
7	65,069 *
8	65,004 *
9	65,000 *
10	64,953 *
11	63,554 *
12	63,000 *
13	62,300 *
14	58,300 *
15	58,000 *
16	57,000 *
17	56,500 *
18	55,608 *
19	53,880 *
20	53,325 *
21	52,491 *
22	52,104 *
23	50,400 *
24	48,960 *
25	47,055 *
26	42,250 *
27	37,500 *
AVERAGE	58,845

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	112,011 *
2	100,900 *
3	96,800 *
4	94,000 *
5	92,000 *
6	90,000 *
7	88,164 *

RANK

SALARY

8	88,000 *
9	87,800 *
10	87,500 *
11	87,455 *
12	87,000 *
13	86,800 *
14	85,600 *
15	85,000 *
16	83,500 *
17	83,400 *
18	82,700 *
19	81,500 *
20	81,300 *
21	80,340 *
22	80,040 *
23	80,000 *
24	79,906 *
25	79,667 *
26	78,000 *
27	78,000 *
28	77,850 *
29	77,424 *
30	77,000 *
31	77,000 *
32	75,730 *
33	75,701 *
34	75,504 *
35	75,264 *
36	75,000 *
37	74,664 *
38	74,200 *
39	73,909 *
40	73,050 *
41	72,500 *
42	71,294 *
43	71,073 *
44	71,050 *
45	70,000 *
46	70,000 *
47	68,400 *
48	66,676 *
49	65,000 *
50	64,250 *
51	64,000 *
52	63,500 *
53	63,003 *
54	62,223 *
55	62,160 *
56	59,116 *
57	54,511 *

AVERAGE

77,867

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	83,000 *
2	79,200 *
3	79,000 *
4	76,000 *
5	69,825 *
6	64,116 *
7	60,000 *
8	58,008 *
9	56,710 *
10	56,682 *
11	56,500 *
12	56,168 *
13	55,236 *
14	54,000 *
15	52,716 *
16	52,000 *
17	47,750 *
18	44,955 *

AVERAGE 61,215

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	81,380 *
2	73,500 *
3	(66,704) *
4	66,000 *
5	64,102 *
6	63,000 *
7	61,712 *
8	60,000 *
9	59,271 *
10	57,516 *
11	55,000 *
12	55,000 *
13	54,092 *
14	54,000 *
15	53,520 *
16	51,563 *
17	51,000 *
18	50,934 *
19	50,774 *
20	50,700 *
21	50,004 *
22	48,924 *
23	48,150 *
24	47,310 *
25	46,900 *
26	46,575 *
27	44,574 *
28	41,304 *

AVERAGE 55,482

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	170,000 *
2	135,000 *
3	134,871 *
4	134,200 *
5	134,158 *
6	128,423 *
7	128,069 *
8	126,225 *
9	125,004 *
10	125,000 *
11	113,532 *
12	106,733 *
13	106,000 *
14	104,981 *
15	103,000 *
16	102,955 *
17	101,127 *
18	99,700 *
19	99,500 *
20	96,768 *
21	96,624 *
22	92,506 *
23	90,900 *
24	90,311 *
25	90,000 *
26	90,000 *
27	89,854 *
28	89,500 *
29	88,911 *
30	88,000 *
31	87,840 *
32	85,900 *
33	85,000 *
34	81,043 *
35	81,013 *
36	79,000 *
37	75,500 *
38	72,000 *
39	69,612 *
40	66,200 *
41	65,000 *

AVERAGE 100,731

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	68,000 *
2	67,545 *
3	66,733 *
4	66,000 *
5	64,272 *
6	63,575 *
7	63,120 *
8	63,073 *

RANK

SALARY

9	62,000 *
10	59,032 *
11	59,000 *
12	57,782 *
13	57,500 *
14	56,490 *
15	50,131 *
16	49,188 *
17	47,800 *
18	47,399 *
19	45,800 *
20	42,050 *
21	38,260 *
22	30,074 *

AVERAGE

55,674

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	86,000
2	79,920 *
3	79,300 *
4	77,199 *
5	76,000 *
6	74,852 *
7	71,000 *
8	70,000 *
9	66,550 *
10	68,744 *
11	68,534 *
12	68,500 *
13	68,167 *
14	67,820 *
15	67,650 *
16	67,000 *
17	67,000 *
18	66,400 *
19	66,160 *
20	64,200 *
21	63,500 *
22	62,580 *
23	62,200 *
24	62,000 *
25	61,850 *
26	61,847 *
27	61,147 *
28	60,642 *
29	60,168 *
30	59,864 *
31	59,050 *
32	59,000 *
33	58,200 *
34	58,000 *
35	56,992 *
36	56,900 *
37	56,652 *
38	56,500 *
39	56,375 *
40	56,163 *
41	56,000 *
42	55,000 *
43	55,000 *
44	54,783 *
45	54,408 *
46	54,000 *
47	53,407 *
48	53,370 *
49	53,004 *
50	52,639 *
51	51,800 *
52	51,272 *
53	50,500 *
54	50,000 *
55	49,922 *
56	49,811 *
57	49,788 *
58	49,056 *

RANK	SALARY
59	48,459 *
60	47,250 *
61	45,970 *
62	40,911 *
63	34,840 *
AVERAGE	59,918

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	87,000 *
2	83,291 *
3	81,000 *
4	76,694 *
5	75,000 *
6	74,040 *
7	73,874 *
8	73,185 *
9	73,000 *
10	71,448 *
11	71,000 *
12	68,750 *
13	67,830 *
14	67,306 *
15	67,287 *
16	66,536 *
17	66,290 *
18	66,000 *
19	66,000 *
20	66,000 *
21	64,700 *
22	64,500 *
23	62,000 *
24	60,988 *
25	60,000 *
26	59,810 *
27	59,800 *
28	59,640 *
29	58,000 *
30	57,553 *
31	56,888 *
32	56,000 *
33	55,421 *
34	55,415 *
35	54,784 *
36	51,660 *
37	51,250 *
38	50,340 *
39	50,000 *
40	48,006 *
41	42,927 *
AVERAGE	63,932

DEANS (DIRECTORS):
PUBLIC AFFAIRS

RANK	SALARY
1	69,143 *
2	68,500 *
3	62,000 *
4	61,000 *
5	57,590 *
6	54,200 *
7	51,979 *
8	51,800 *
9	35,897 *
AVERAGE	56,902

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE I (Continued)

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	88,000 *
2	84,768 *
3	77,200 *
4	76,850 *
5	76,435 *
6	(74,270) *
7	73,300 *
8	71,718 *
9	70,000 *
10	69,500 *
11	69,240 *
12	68,480 *
13	68,250 *
14	67,700 *
15	(65,000) *
16	63,933 *
17	63,800 *
18	63,200 *
19	61,587 *
20	61,260 *
21	60,361 *
22	59,193 *
23	59,000 *
24	55,763 *
25	55,500 *
26	55,236 *
27	53,500 *
28	53,096 *
29	52,500 *
30	52,427 *
31	52,300 *
32	52,200 *
33	51,250 *
34	50,000 *
35	49,380 *
36	48,372 *
37	47,360 *
38	46,435 *
39	46,400 *
40	46,035 *
AVERAGE	61,520

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	83,000 *
2	75,903 *
3	(75,701) *
4	75,516 *
5	73,600 *
6	73,333 *
7	69,858 *
8	68,480 *

RANK	SALARY
9	68,255 *
10	68,250 *
11	66,000 *
12	66,000 *
13	64,200 *
14	(64,169) *
15	63,000 *
16	62,600 *
17	60,000 *
18	55,500 *
19	53,604 *
20	52,000 *
21	46,435 *
22	46,380 *
AVERAGE	65,081

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	85,000 *
2	84,000 *
3	72,288 *
4	71,060 *
5	70,500 *
6	70,000 *
7	68,800 *
8	68,255 *
9	66,050 *
10	64,961 *
11	64,200 *
12	63,844 *
13	62,555 *
14	61,000 *
15	60,500 *
16	59,500 *
17	59,132 *
18	58,900 *
19	58,000 *
20	57,624 *
21	57,500 *
22	56,625 *
23	55,654 *
24	55,650 *
25	55,483 *
26	55,300 *
27	55,200 *
28	55,000 *
29	53,076 *
30	52,715 *
31	51,708 *
32	50,286 *
33	50,004 *
34	40,361 *
35	40,000 *
AVERAGE	60,305

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	79,248 *
2	70,000 *
3	61,063 *
4	61,000 *
5	60,966 *
6	60,386 *
7	58,100 *
8	56,936 *
9	56,760 *
10	56,000 *
11	55,500 *
12	54,260 *
13	54,000 *
14	53,333 *
15	52,500 *
16	52,500 *
17	48,753 *
18	47,500 *
19	45,010 *
20	43,500 *
21	40,929 *
22	38,163 *
23	33,242 *
AVERAGE	53,898

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	92,500 *
2	87,000 *
3	82,100 *
4	77,712 *
5	75,500 *
6	74,800 *
7	74,616 *
8	74,500 *
9	73,100 *
10	73,000 *
11	72,000 *
12	69,972 *
13	69,550 *
14	67,500 *
15	67,200 *
16	66,600 *
17	66,576 *
18	65,800 *
19	63,000 *
20	58,496 *
AVERAGE	72,576

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-nine participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Florida
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	97,000
2	80,000
3	76,466
4	68,970

AVERAGE 80,609

RANK	SALARY
11	71,400
12	70,800
13	67,246
14	(66,800)
15	65,520
16	63,000
17	61,900
18	61,500
19	60,938
20	57,000
21	56,000

AVERAGE 71,427

RANK	SALARY
23	45,869
24	45,750
25	41,880
26	40,827
27	37,705
28	32,500

AVERAGE 52,367

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	99,900
2	96,000
3	96,000
4	95,600
5	94,100
6	91,685
7	88,281
8	84,000
9	83,673
10	83,672
11	82,000
12	80,100
13	79,879
14	76,466
15	75,920
16	75,752
17	73,200
18	72,145
19	69,800
20	68,970
21	68,970
22	68,000
23	64,600
24	62,000
25	62,000

AVERAGE 79,709

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	87,900
2	87,500
3	82,305
4	82,131
5	80,300
6	78,450
7	76,800
8	74,480
9	74,000
10	74,000

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(94,000)
2	82,900
3	79,000
4	76,470
5	72,000
6	71,550
7	71,500
8	70,000
9	(66,800)

AVERAGE 76,024

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	80,000
2	65,000
3	63,600
4	61,050
5	61,000
6	59,928
7	58,600
8	57,975
9	57,300
10	55,544
11	55,500
12	54,945
13	54,000
14	52,301
15	49,500
16	49,290
17	48,953
18	48,530
19	48,069
20	48,000
21	46,658
22	46,008

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE
ACTION PROGRAM

RANK	SALARY
1	(64,083)
2	61,500
3	51,000
4	48,500
5	(48,480)
6	47,500
7	46,252
8	(46,000)
9	41,800
10	41,090
11	37,820
12	36,960
13	36,869
14	34,000
15	28,089
16	28,038
17	(26,848)
18	25,000
19	23,745
20	23,042

AVERAGE 39,830

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	69,000
2	66,000
3	65,000
4	64,372
5	59,764
6	59,295
7	59,064
8	58,200
9	57,000
10	55,728
11	54,400
12	52,341
13	52,100
14	51,700
15	50,244
16	50,115
17	49,500
18	48,000
19	47,882
20	47,000
21	46,300
22	44,784
23	43,050
24	42,500
25	42,000
26	41,168
27	38,051
28	37,600
29	36,168
AVERAGE	51,330

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	60,500
2	79,200
3	78,200
4	76,500
5	76,470
6	74,000
7	70,589
8	70,000
9	69,700
10	68,372
11	67,189
12	(65,675)
13	64,753
14	62,313
15	61,500
16	61,425
17	61,300

RANK	SALARY
18	58,824
19	57,720
20	57,500
21	57,500
22	56,470
23	54,739
AVERAGE	66,541

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	64,600
2	61,500
3	60,000
4	60,000
5	56,000
6	56,000
7	54,879
8	51,916
9	48,311
10	47,770
11	47,610
12	47,500
13	47,076
14	45,675
15	44,848
16	44,600
17	43,262
18	40,200
19	38,462
20	38,099
21	37,750
22	37,544
23	35,316
24	34,400
AVERAGE	47,638

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(76,650)
2	56,000
3	53,300
4	51,500
5	48,077
6	35,373
7	33,720
AVERAGE	50,660

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(76,650)
2	60,000
3	47,200
4	47,164
5	41,424
6	37,344
7	32,030
8	23,850
AVERAGE	45,708

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	54,100
2	51,300
3	46,500
4	43,788
5	43,575
6	41,500
7	38,814
8	38,750
9	38,093
10	37,956
11	37,927
12	36,000
13	35,337
14	34,823
15	33,980
16	33,843
17	30,900
18	30,780
19	30,684
20	29,325
21	29,181
22	29,047
23	28,850
24	28,600
25	28,132
26	25,200
AVERAGE	36,038

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	59,000
2	55,800
3	53,004
4	50,030
5	49,500
6	48,216
7	44,562
8	43,560
9	42,547
10	41,716
11	40,040
12	39,000
13	38,000
14	36,800
15	36,000
16	35,921
17	35,595
18	35,360
19	34,999
20	33,600
21	33,500
22	33,402

RANK	SALARY
23	22,172
24	26,400
25	25,900
AVERAGE	40,185

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	62,600
2	58,012
3	55,000
4	50,030
5	49,000
6	48,132
7	47,573
8	46,906
9	46,300
10	44,928
11	44,187
12	43,818
13	41,297
14	40,900
15	40,392
16	40,284
17	39,795
18	39,000
19	36,000
20	35,767
21	34,600
22	34,536
23	33,344
24	32,916
25	30,100
26	30,060

AVERAGE	42,518
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STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	76,000
2	68,973
3	68,800
4	67,400
5	66,853
6	65,554
7	63,530
8	61,993
9	61,500
10	60,080
11	60,000

RANK	SALARY
12	57,450
13	57,000
14	56,800
15	56,000
16	56,000
17	55,700
18	55,500
19	55,200
20	54,700
21	51,702
22	51,000
23	51,000
24	45,760
25	41,940
AVERAGE	58,657

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	66,300
2	59,867
3	55,000
4	54,540
5	52,713
6	52,000
7	49,776
8	44,400
9	43,454
10	42,516
11	37,261
12	36,641
13	35,949
14	35,466
15	33,159

AVERAGE	46,603
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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	45,000
2	42,820
3	28,820
4	27,820
5	27,113
6	25,410
7	23,700
8	22,968
9	22,500
AVERAGE	29,572

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,034
2	(49,000)
3	47,250
4	46,658
5	43,497
6	40,500
7	40,000
8	39,496
9	38,040
10	37,570
11	37,257
12	37,100
13	36,667
14	36,575
15	36,500
16	35,855
17	(35,748)
18	34,220
19	34,000
20	33,674
21	30,341
22	27,500
23	26,290
24	26,090
25	24,000
26	22,543
AVERAGE	36,400

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	58,750
2	55,891
3	53,864
4	52,500
5	51,000

RANK	SALARY
6	49,280
7	(49,000)
8	48,958
9	47,350
10	40,314
11	40,000
12	40,000
13	39,000
14	37,500
15	36,925
16	36,152
17	35,612
18	35,000
19	35,000
20	34,075
21	33,867
22	31,713
23	30,616
24	30,613
25	26,244
26	26,100
AVERAGE	40,589

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,600
2	42,659
3	41,258
4	41,100
5	40,200
6	39,943
7	39,330
8	39,000
9	38,212
10	37,300
11	36,100
12	35,750
13	35,263
14	35,250
15	34,200
16	34,170
17	33,962
18	33,670
19	33,382
20	32,800
21	32,754
22	31,839
23	29,786
24	29,040
25	29,000
26	28,992
27	27,353
28	23,850
29	20,800
AVERAGE	34,502

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	51,259
2	47,116
3	47,015
4	43,644
5	43,500
6	41,407
7	40,900
8	40,874
9	40,560
10	40,000
11	39,300
12	38,210
13	33,000
14	32,100
15	31,000
16	30,876
17	30,406
18	29,779
19	28,760
20	27,300
21	27,027
22	25,530
23	25,176
24	23,749
25	23,418
26	22,920
27	19,934
AVERAGE	34,250

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1994-1985

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	87,001
2	79,242
3	76,220
4	74,620
5	72,610
6	71,842
7	69,220
8	68,678
9	66,200
10	62,665
11	60,191
12	56,531
13	55,790
14	53,380
15	52,200
16	51,124
17	48,441
18	46,375
19	43,000
20	39,100
21	25,688
22	24,486
23	22,617

AVERAGE 56,836

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(64,000)
2	80,397
3	78,136
4	72,000
5	65,525
6	65,004
7	(64,083)

AVERAGE 74,164

RANK	SALARY
8	60,489
9	55,807
10	48,386

AVERAGE 63,575

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	59,964
2	55,658
3	55,500
4	(44,635)

AVERAGE 53,939

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	58,000
2	57,500
3	56,840
4	55,125
5	53,312
6	53,000
7	50,680
8	49,835
9	48,698
10	47,985
11	47,525
12	46,453
13	41,938
14	36,000

AVERAGE 50,221

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	76,350
2	70,803
3	69,436
4	(65,675)
5	65,200
6	61,803
7	61,800

RANK	SALARY
1	67,750
2	64,236
3	63,350
4	56,581
5	56,158
6	56,004
7	55,800
8	55,000
9	54,000

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
--ATLANTA REGION--

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	64,270
2	58,275
3	53,900
4	50,000
5	48,603
6	45,000
7	44,484
8	43,788
9	42,500
10	41,810
11	41,760
12	41,576
13	40,693
14	34,675
15	34,408
16	33,881
17	32,879
18	31,142
19	31,137
20	28,903

AVERAGE 42,184

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	64,300
2	61,771
3	61,212
4	55,608
5	50,404
6	49,557
7	49,380
8	47,600
9	47,545
10	47,076
11	46,632
12	45,590
13	45,500
14	45,037
15	44,600
16	44,400
17	44,200
18	44,000
19	44,000
20	42,727
21	42,199
22	42,152
23	40,989
24	39,000
25	38,000
26	37,500
27	35,050
28	34,710

AVERAGE 46,098

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	55,087
2	47,250
3	44,350
4	42,500
5	41,787
6	41,716
7	40,377
8	40,036
9	37,550
10	37,500
11	36,924
12	36,900
13	36,225
14	34,524
15	33,404
16	32,916
17	32,662
18	32,300
19	31,200
20	29,575
21	28,574
22	28,175
23	27,000
24	23,500
25	23,160
26	22,020

AVERAGE 35,277

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	71,000
2	67,840
3	63,250
4	62,200
5	61,285
6	(49,500)

AVERAGE 62,513

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	57,400
2	52,390
3	47,640
4	47,500
5	42,018
6	41,089
7	40,414

RANK	SALARY
8	39,963
9	37,777
10	36,930
11	36,909
12	34,835
13	34,747
14	30,720
15	30,594
16	30,000
17	26,926

AVERAGE 39,287

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	69,654
2	68,209
3	65,900
4	64,873
5	58,577
6	58,000
7	55,600
8	49,455
AVERAGE	61,284

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	58,500
2	50,238
3	50,000
4	49,000
5	48,206
6	45,990
7	43,794
8	38,966
9	37,200
10	25,050
AVERAGE	44,694

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	126,552
2	76,600
3	66,550
4	62,720
5	50,900
6	50,050
7	(49,500)
8	48,000
9	46,224
10	(34,012)
AVERAGE	61,111

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,000
2	(60,000)
3	57,600
4	57,381
5	47,973
6	46,327
7	46,267
8	45,509
9	44,882
10	43,733
11	43,000
12	41,700
13	38,300
14	(34,012)
15	33,509
16	31,380
17	29,673
18	28,300
AVERAGE	43,864

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	60,249
2	(60,000)
3	60,000
4	55,169
5	51,802
6	(49,500)
7	46,271
8	46,187
9	42,560
10	42,537
11	42,450
12	42,128
13	41,100
14	39,801
15	39,700
16	38,998
17	34,811
18	34,400
19	33,660
20	32,404
21	31,649
22	30,368
23	28,840
24	27,450
25	22,740
26	20,060
27	17,500
AVERAGE	39,714

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	76,500
2	73,951
3	72,500
4	64,974
5	64,602
6	61,500

AVERAGE 69,005

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	88,500
2	76,350
3	72,052
4	70,000
5	65,567
6	65,000
7	64,000
8	(61,500)
9	60,746
10	60,600
11	60,500
12	55,137

AVERAGE 66,663

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	76,050
2	61,028
3	58,000
4	56,000
5	54,975
6	54,205
7	51,760
8	50,750
9	50,500
10	49,540
11	48,000
12	46,055
13	43,917
14	42,502
15	42,500
16	40,824
17	36,732
18	36,100
19	31,390

AVERAGE 48,988

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	62,000
2	56,796
3	55,969
4	53,500
5	49,850
6	47,800
7	47,500
8	46,500
9	46,500
10	45,500
11	(44,635)
12	44,500
13	42,450
14	42,000
15	41,335
16	37,365
17	35,650
18	35,280
19	35,000
20	33,400
21	32,872
22	31,086
23	28,330
24	23,600

AVERAGE 42,476

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	80,500
2	79,200
3	72,800
4	67,840
5	64,974
6	61,200
7	57,700
8	57,600
9	38,784

AVERAGE 64,511

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	71,500
2	69,000
3	65,000
4	60,900
5	58,000
6	57,264

RANK	SALARY
7	55,750
8	54,000
9	53,040

AVERAGE 60,495

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	81,500
2	81,400
3	78,600
4	76,657
5	72,000
6	71,300
7	66,094
8	65,000
9	63,500
10	61,441
11	58,638
12	58,000
13	56,700
14	55,386
15	52,300
16	52,056
17	51,838
18	43,089

AVERAGE 63,639

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	67,525
2	81,100
3	80,219
4	77,700
5	75,000
6	74,640
7	73,610
8	73,300
9	71,000
10	70,000
11	68,525
12	66,725
13	66,116
14	65,575
15	64,700
16	63,719
17	63,000
18	62,500
19	60,710
20	60,588
21	60,200
22	60,001
23	60,000
24	58,008
25	56,017
26	55,764
27	55,008

AVERAGE 67,454

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	65,000
2	63,600
3	58,500
4	57,100
5	57,000
6	56,565
7	56,000
8	55,792
9	52,500
10	51,200
11	49,500
12	49,000
13	48,776
14	48,000
15	47,578
16	46,413
17	43,680
18	42,971
19	41,820
20	41,420
21	41,319

RANK SALARY
22 39,000

AVERAGE 50,579

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	106,755
2	99,000
3	82,729
4	75,528
5	74,460

AVERAGE 87,694

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	75,000
2	71,400
3	70,000
4	70,000
5	68,640
6	68,000
7	67,720
8	(66,704)
9	64,329
10	63,710
11	63,205
12	63,000
13	63,000
14	60,700
15	60,300
16	59,378
17	58,152
18	58,008
19	57,613
20	55,200
21	53,945
22	53,184
23	52,229
24	50,000
25	49,570
26	45,390

AVERAGE 61,080

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	82,500
2	78,000
3	77,700
4	76,366
5	75,000
6	74,435
7	73,500
8	73,000
9	72,000
10	71,627
11	71,000
12	70,200
13	68,900
14	67,945
15	67,500
16	63,811
17	61,825
18	61,212
19	61,000
20	59,920
21	59,417
22	45,064

AVERAGE 68,724

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	67,867
2	56,087
3	54,000
4	54,000
5	53,153
6	43,146

AVERAGE 54,709

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	71,400
2	71,300
3	70,835
4	59,015
5	58,000

AVERAGE 66,110

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	85,668
2	76,500
3	68,000
4	67,564
5	66,000
6	64,109
7	63,148
8	63,000
9	60,999
10	60,500
11	60,071
12	59,440
13	58,875
14	56,194
15	54,700
16	52,807
17	52,200
18	51,724
19	51,218
20	50,508
21	49,008
AVERAGE	60,503

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	62,305
2	60,962
3	60,765
4	54,330
5	50,592
AVERAGE	57,791

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	56,800
2	77,926
3	77,800
4	62,934
5	50,300
AVERAGE	73,152

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	75,100
2	70,455
3	58,000
4	58,000
5	56,475
6	55,000
7	54,500
8	45,563
9	29,772
AVERAGE	55,874

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(73,701)
2	70,000
3	63,000
4	62,000
5	61,000
AVERAGE	66,340

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	69,291
2	65,000
3	63,554
4	63,000
5	58,000
6	56,500
7	53,325
8	48,960
AVERAGE	59,704

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	60,000
2	87,500
3	87,455
4	86,800
5	82,700
6	80,000

RANK	SALARY
7	73,701
8	74,664
9	71,294
10	71,073
11	71,050
12	62,160
AVERAGE	78,366

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	69,825
2	60,000
3	58,008
4	56,710
5	52,000
AVERAGE	59,309

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	73,500
2	(66,704)
3	59,271
4	55,000
5	54,000
6	50,004
7	48,150
8	44,574
AVERAGE	56,400

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	134,158
2	128,069
3	125,000
4	102,955
5	101,127
6	92,506
7	90,900
8	89,854
9	89,500
AVERAGE	106,008

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	66,000
2	62,000
3	56,490
AVERAGE	61,497

DEANS (DIRECTORS):
PUBLIC AFFAIRS

RANK	SALARY
1	68,500
2	62,000
3	51,979
AVERAGE	60,826

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	82,100
2	74,800
3	74,616
4	67,200
5	65,800
AVERAGE	72,903

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	77,198
2	74,852
3	70,000
4	68,167
5	67,650
6	67,000
7	62,580
8	62,200
9	60,168
10	59,864
11	58,000
12	56,900
13	56,375
14	55,000
15	53,004
16	49,056
17	45,970
18	34,840
AVERAGE	59,935

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	76,850
2	(74,286)
3	73,300
4	61,587
5	59,000
6	55,763
7	47,360
AVERAGE	64,021

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	75,900
2	(75,701)
3	66,000
4	64,200
5	63,000
AVERAGE	68,960

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	81,000
2	73,185
3	73,000
4	67,830
5	59,810
6	59,800
7	57,553
AVERAGE	67,454

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	84,000
2	68,800
3	60,500
4	59,132
5	58,900
6	56,625
7	50,286
8	50,004
AVERAGE	61,031

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-seven participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	100,760
2	95,000
3	90,945
4	86,000
5	86,000
6	84,000
7	82,900
8	77,500
AVERAGE	87,888

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	98,100
2	96,500
3	95,000
4	93,000
5	90,300
6	87,000
7	87,000
8	85,000
9	82,000
10	80,000
11	78,000
12	77,100
13	76,296
14	76,000
15	75,425
16	75,000
17	72,000
18	70,920
AVERAGE	82,928

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	95,000
2	(90,360)
3	87,500
4	(87,000)
5	80,000
6	76,380
7	74,900
8	73,700
9	69,300
10	69,084
11	(69,012)
12	69,000
13	68,952
14	67,179

RANK	SALARY
15	66,875
16	65,000
17	58,000
18	57,660
AVERAGE	73,606

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(90,360)
2	(87,000)
3	77,100
4	76,900
5	73,600
6	70,000
7	(69,012)
8	68,995
9	67,000
10	66,000
11	63,000
AVERAGE	73,542

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	81,380
2	74,500
3	71,000
4	70,000
5	67,003
6	65,040
7	65,000
8	60,000
9	58,915
10	58,500
11	58,332
12	58,000
13	57,000
14	56,900
15	56,750
16	54,816
17	52,800
18	52,000
19	50,774
20	50,064
21	49,647
22	48,126
23	47,830
24	47,700
25	45,208
26	43,500
AVERAGE	57,723

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	61,823
2	52,240
3	46,866
4	43,440
5	43,437
6	42,500
7	42,000
8	40,500
9	40,440
10	39,600
11	39,500
12	38,300
13	35,768
14	35,280
15	35,000
16	34,775
17	34,615
18	31,425
19	30,200
20	29,767
21	29,629
22	25,600
23	23,388
AVERAGE	38,100

TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	84,792
2	66,000
3	64,000
4	62,750
5	59,880
6	59,500
7	59,229
8	59,064
9	57,600
10	56,871
11	56,150
12	53,500
13	51,286
14	52,100
15	52,000
16	51,348
17	50,004
18	49,500
19	49,000
20	48,880
21	48,651
22	48,384
23	48,200
24	47,859
25	46,200
26	44,550
27	42,500

AVERAGE 54,511

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	64,000
2	(77,000)
3	(74,880)
4	74,000
5	71,300
6	70,100
7	68,750
8	66,456
9	65,625
10	65,350
11	65,270
12	64,550
13	62,697
14	62,529
15	(60,870)
16	(60,720)
17	59,300
18	57,300
19	55,650
20	52,460

AVERAGE 66,443

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	72,800
2	57,600
3	57,300
4	54,432
5	51,442
6	51,250
7	(50,600)
8	49,800
9	49,080
10	49,000
11	47,400
12	46,100
13	45,932
14	41,682
15	41,676
16	41,565
17	40,872
18	40,137
19	38,979
20	38,000
21	36,500

AVERAGE 47,712

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(77,000)
2	(71,800)
3	57,300
4	52,779
5	51,850
6	44,760
7	32,003

AVERAGE 55,356

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	63,000
2	60,500
3	52,600
4	52,000
5	(50,600)
6	42,823
7	38,664
8	34,355

AVERAGE 49,318

BUSINESS OR FISCAL
OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	51,500
2	51,000
3	45,050
4	40,500
5	40,000
6	38,940
7	36,800
8	36,400
9	35,640
10	35,530
11	35,460
12	35,350
13	34,650
14	33,528
15	33,216
16	22,537
17	30,600
18	29,370
19	28,908

AVERAGE 37,104

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	74,500
2	57,941
3	57,500
4	54,124
5	51,300
6	(50,600)
7	49,035
8	48,033
9	46,908
10	45,800
11	45,000
12	44,450
13	43,000
14	42,080
15	40,008
16	39,698
17	39,400
18	37,920
19	35,770

AVERAGE 47,530

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	76,963
2	71,600
3	62,558
4	56,000
5	53,409
6	50,928
7	50,500
8	50,209
9	47,800
10	47,500
11	42,680
12	42,626
13	42,500
14	42,000
15	41,364
16	41,200
17	41,075
18	40,419
19	40,311
20	39,750
21	35,000
22	32,170
23	29,400

AVERAGE 46,866

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	58,850
2	(56,940)
3	53,200
4	51,000
5	50,415
6	49,500
7	48,600
8	(47,069)
9	46,130
10	46,000
11	44,500
12	44,500
13	42,125
14	41,305
15	39,606
16	36,756
17	30,935

AVERAGE 46,319

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	78,000
2	69,200
3	68,000
4	67,500
5	66,550
6	65,800
7	65,685
8	65,085
9	63,850
10	63,600
11	63,000
12	60,144
13	60,000
14	58,000
15	57,529
16	57,527
17	(56,940)
18	55,956
19	(55,080)
20	51,000
21	50,000

AVERAGE 61,831

RANK	SALARY
1	73,443
2	59,580
3	48,746
4	45,000
5	40,287
6	39,000
7	37,355
8	33,700
9	33,240
10	31,800
11	30,398
12	29,285
13	28,350
14	27,851
15	26,820

AVERAGE 38,990

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	63,000
2	58,322
3	54,667
4	52,500
5	49,800
6	48,550
7	47,500
8	46,900
9	46,746
10	45,468
11	45,379
12	44,880
13	43,000
14	42,827
15	41,500
16	40,970
17	40,505
18	40,250
19	40,000
20	38,796
21	38,265
22	37,000
23	36,432
24	35,125
25	34,837
26	31,007

AVERAGE 44,009

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(55,080)
2	50,932
3	50,666
4	50,060
5	46,200
6	45,483
7	45,238
8	42,462
9	42,000
10	41,200
11	40,465
12	40,435
13	40,348
14	40,335
15	40,008
16	38,748
17	37,260
18	37,000
19	36,380
20	36,144
21	34,725
22	34,667
23	33,145
24	33,000
25	32,483
26	30,000
27	27,066

AVERAGE 40,057

RANK

SALARY

22

32,200

AVERAGE

44,177

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK

SALARY

1

88,319

2

83,098

3

80,700

4

88,200

5

64,980

6

64,150

7

61,668

8

56,050

9

54,750

10

54,250

11

54,000

12

52,337

13

50,113

14

48,000

15

47,568

16

45,500

17

44,920

18

42,372

19

39,322

AVERAGE

57,910

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	58,936
2	51,500
3	(45,100)
4	44,889
5	44,600
6	44,350
7	44,150
8	44,075
9	43,728
10	43,091
11	40,847
12	40,548
13	39,720
14	38,080
15	37,494
16	37,000
17	36,370
18	35,250
19	34,000
20	33,900
21	28,000

AVERAGE 41,220

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	63,700
2	57,856
3	54,000
4	53,500
5	52,680
6	51,000
7	48,106
8	47,950
9	47,388
10	46,140
11	45,504
12	42,960
13	41,900
14	39,166
15	37,890
16	36,900
17	36,485
18	35,423
19	35,000
20	33,452
21	32,688

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT		RANK	SALARY	RANK	SALARY
		14	41,872	16	34,600
		15	40,000	17	33,663
		16	37,385		
RANK	SALARY	AVERAGE	53,974	AVERAGE	46,495
1	74,079				
2	(60,870)				
3	52,500				
AVERAGE	62,483				

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		RANK	SALARY	ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT	
		1	62,520	RANK	SALARY
		2	59,900	1	64,750
		3	58,900	2	62,200
		4	57,600	3	59,880
		5	57,400	4	59,000
		6	56,202	5	57,288
		7	53,850	6	56,400
		8	49,900	7	55,000
		9	46,900	8	54,432
		10	46,750	9	53,856
		11	46,416	10	51,148
		12	44,760	11	50,693
		13	44,200	12	50,050
		14	44,000	13	50,000
		15	42,000	14	50,000
		16	41,388	15	48,788
		17	40,800	16	48,624
		18	40,000	17	48,000
		19	39,600	18	47,800
		20	32,500	19	47,550
		21	32,076	20	47,500
		22	30,703	21	45,400
		23	26,379	22	44,884
		24	25,164	23	44,325
		25	22,000	24	43,462
		AVERAGE	44,077	25	41,700
				26	35,095

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING		RANK	SALARY
		1	74,500
		2	(71,800)
		3	69,960
		4	67,000
		5	58,900
		6	52,648
AVERAGE	65,861		

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		AVERAGE	50,686
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ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL	
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RANK	SALARY	RANK	SALARY
1	89,000	1	64,315
2	70,300	2	62,800
3	63,700	3	51,000
4	62,000	4	50,000
5	59,903	5	(50,000)
6	59,424	6	49,000
7	54,400	7	48,875
8	50,850	8	48,450
9	50,750	9	47,240
10	48,500	10	45,210
11	46,250	11	44,640
12	45,800	12	43,450
13	43,450	13	43,258
		14	37,944
		15	35,964

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	52,800
2	50,000
3	48,760
4	48,150
5	44,473
6	42,500
7	42,350
8	40,873
9	40,008
10	40,000
11	38,900
12	38,839
13	38,665
14	38,072
15	37,319
16	37,000
17	36,336
18	35,400
19	35,175
20	34,744
21	33,100
22	32,256
23	26,000
AVERAGE	39,640

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(79,200)
2	62,600
3	60,797
4	57,336
5	54,100
6	53,600
7	53,000
AVERAGE	60,090

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,040
2	59,000
3	49,900
4	48,852
5	45,192
6	42,660
7	42,000
8	41,460
9	39,779

RANK	SALARY
10	37,700
11	36,250
12	35,733
13	35,348
14	33,912
15	33,847
16	32,100
17	31,270
18	27,808
AVERAGE	40,658

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(99,750)
2	69,600
3	66,550
4	61,800
5	61,000
6	60,000
7	59,700
8	54,750
9	54,600
10	51,300
AVERAGE	63,905

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	45,740
2	45,479
3	45,290
4	37,589
AVERAGE	43,525

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(59,750)
2	(79,200)
3	72,300
4	71,566
5	67,200
6	(48,468)
7	46,041
AVERAGE	69,218

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	67,800
2	61,950
3	57,800
4	55,438
5	50,679
6	49,750
7	(49,428)
8	47,800
9	44,310
10	43,680
11	43,250
12	43,008
13	41,600
14	38,500
15	32,646
AVERAGE	48,507

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	77,000
2	73,600
3	63,600
4	49,600
5	49,440
6	(49,428)
7	45,566
8	43,200
9	36,300
10	35,450
11	35,000
12	34,250
13	33,550
14	33,500
15	33,186
16	33,079
17	32,450
18	31,000
19	29,151
20	29,148
21	24,720
22	24,000
AVERAGE	60,737

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	75,255
2	74,160
3	70,000
AVERAGE	73,139

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	(80,000)
2	78,875
3	73,000
4	67,900
5	54,404
6	52,900
AVERAGE	67,847

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(60,720)
2	54,717
3	46,980
4	46,000
5	45,473
6	43,740
7	42,951
8	42,612
9	42,068
10	41,600
11	41,557
12	39,640
13	38,550
14	37,300
15	37,060
16	32,089
17	30,153
18	24,300
AVERAGE	41,528

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	92,753
2	82,000
3	80,000
4	71,200
5	70,762
6	66,674
7	66,542
8	65,070
9	64,200
10	62,900
11	62,760
12	62,520
13	62,427
14	62,000
15	61,400
16	60,200
17	56,707
18	55,778
19	55,350
20	53,004
AVERAGE	65,709

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	64,000
2	62,636
3	59,187
4	57,314
5	57,300
6	50,320
7	49,599
8	49,050
9	48,000
10	47,904
11	47,880
12	47,000
13	46,800
14	44,484
15	44,228
16	43,090
17	38,034
18	37,800
19	37,200
20	36,816
21	35,640
22	27,900
AVERAGE	46,917

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	66,640
2	61,332
3	60,000
4	74,700
5	52,476
AVERAGE	75,030

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	72,120
2	69,500
3	69,003
4	58,647
5	56,103
AVERAGE	65,073

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	67,416
2	60,040
3	78,000
4	78,000
5	76,849
6	75,000
7	73,600
8	71,800
9	70,925
10	69,503
11	67,770
12	67,603
13	65,097
14	64,400
15	63,551
16	62,928
17	62,732
18	62,150
19	62,000
20	61,500
21	58,003
22	55,000
23	54,950
24	54,324
25	52,440
26	51,367
AVERAGE	66,805

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY	RANK	SALARY
1	68,266	3	(71,040)
2	61,499	4	68,266
3	60,700	5	67,000
4	59,514	6	65,000
5	59,503	7	64,310
6	59,057	8	63,800
7	58,920	9	63,700
8	58,550	10	63,000
9	58,009	11	62,400
10	57,704	12	60,754
11	57,300	13	60,440
12	55,000	14	60,430
13	54,900	15	60,107
14	54,043	16	59,580
15	54,000	17	59,088
16	53,827	18	58,020
17	52,841	19	58,000
18	52,600	20	57,600
19	52,000	21	57,100
20	50,400	22	56,901
		23	53,136
		24	53,040
		25	53,000
		26	50,400
AVERAGE	56,931	AVERAGE	62,004

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY	RANK	SALARY
1	80,170	1	90,000
2	80,000	2	84,000
3	67,824	3	80,040
		4	78,500
AVERAGE	82,665	5	77,000
		6	74,904
		7	71,750
		8	69,000
		9	68,200
		10	67,000
		11	66,776
		12	65,000
		13	64,720
		14	64,329
		15	62,607
		16	62,500
		AVERAGE	71,645

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY	RANK	SALARY
1	63,500	1	70,920
2	62,879	2	62,427
3	(58,080)		
AVERAGE	61,486		

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY	RANK	SALARY
1	61,500	1	70,920
2	74,500	2	62,427

RANK	SALARY
3	61,200
4	60,600
5	60,504
6	59,503
7	58,000
8	55,000
9	53,360
10	48,008
11	46,000
AVERAGE	57,593

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	78,700
2	67,560
3	66,840
4	65,220
5	64,200
6	63,700
7	63,000
8	59,434
9	57,996
10	55,440
11	55,296
12	55,200
13	54,864
14	54,210
15	53,900
16	53,797
17	52,903
18	51,403
19	42,700
AVERAGE	58,756

DEANS (DIRECTORS):
HEALTH/PHYS
EDUCATION/RECREATION

RANK	SALARY
1	(71,040)
2	69,500
3	63,500
4	60,204
5	53,520
6	51,500
7	48,840
8	44,427
9	40,800
AVERAGE	55,837

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	68,500
2	62,100
3	56,545
AVERAGE	62,382

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	69,878
2	67,000
3	66,000
AVERAGE	67,626

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	66,000
2	57,412
3	44,544
AVERAGE	55,985

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	75,000
2	67,000
3	65,069
4	58,300
5	53,880
AVERAGE	63,850

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	112,011
2	92,000
3	83,500
4	81,300
5	80,040
6	78,000
7	77,850

RANK	SALARY
8	77,424
9	75,730
10	75,504
11	75,000
12	73,909
13	64,250
AVERAGE	80,501

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	83,000
2	64,116
3	56,168
4	47,750
5	44,955
AVERAGE	59,198

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	81,380
2	66,000
3	55,000
4	53,520
5	51,563
6	50,774
AVERAGE	59,706

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	128,423
2	126,225
3	103,000
4	96,768
5	96,624
6	87,840
7	85,900
8	79,000
9	75,500
10	65,000
AVERAGE	94,428

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	68,000
2	63,120
3	63,073
4	57,500
5	50,131
6	47,399

AVERAGE 58,204

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	86,000
2	79,300
3	69,550
4	68,500
5	67,820
6	67,000
7	64,200
8	61,147
9	60,642
10	59,050
11	53,407
12	50,000
13	49,788
14	47,250
AVERAGE	63,118

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	83,291
2	74,040
3	71,000
4	68,750
5	67,306
6	66,290
7	55,415
AVERAGE	69,442

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	85,000
2	71,000
3	70,500
4	64,200
5	59,500
6	55,483
7	52,715
8	40,000
AVERAGE	62,300

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	71,719
2	69,240
3	68,250
4	60,361
5	59,193
6	52,500
7	52,300
8	49,380
9	48,372
AVERAGE	59,035

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	61,000
2	58,100
3	56,760
4	52,500
5	40,929
AVERAGE	53,859

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	69,858
2	66,000
3	46,380
AVERAGE	60,746

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	87,000
2	74,500
3	67,500
4	66,576
AVERAGE	73,894

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-four participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Northwest State University of Louisiana
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Southern University
Texas Tech University
University of Arkansas
University of Houston
University of New Mexico
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF
MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	86,000
2	84,750
3	80,004
4	71,300
AVERAGE	80,514

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	136,000
2	130,000
3	128,000
4	117,377
5	106,000
6	96,300
7	94,150
8	89,503
9	87,500
10	85,186
11	83,000
12	82,720
13	74,500
14	72,260
15	71,335
16	71,335
17	71,335
18	68,511
19	66,149
AVERAGE	91,114

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	(85,000)
2	81,986
3	81,280
4	78,752
5	74,984
6	71,100
7	70,000
8	67,567
9	67,241
10	64,200
11	63,670
12	61,416
13	61,350
14	60,116

RANK	SALARY
15	59,892
16	59,000
17	58,596
18	54,650
19	(48,602)
20	48,308
AVERAGE	65,866

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	62,936
2	70,000
3	66,149
4	42,103
AVERAGE	67,796

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	61,700
2	60,557
3	58,428
4	58,092
5	57,680
6	57,000
7	56,200
8	54,840
9	54,120
10	52,746
11	52,320
12	51,847
13	51,500
14	50,880
15	49,125
16	46,621
17	45,099
18	44,055
19	43,849
20	43,200
21	41,000
22	39,655
23	33,179
24	27,000
AVERAGE	49,571

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	52,100
2	(43,500)
3	43,000
4	40,920
5	40,000
6	39,850
7	38,754
8	38,100
9	32,910
10	31,000
11	30,900
12	29,327
13	27,563
14	22,212
AVERAGE	36,438

TABLE II (Continued)
—DALLAS REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	70,000
2	64,500
3	60,132
4	60,000
5	58,536
6	56,512
7	(54,040)
8	53,900
9	51,523
10	49,500
11	48,741
12	48,534
13	46,126
14	45,974
15	45,264
16	45,220
17	(43,500)
18	43,081
19	42,900
20	41,716
21	39,300
22	38,000
23	37,488

AVERAGE 49,760

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	68,250
2	57,000
3	(56,000)
4	55,400
5	50,500
6	48,317
7	46,350
8	45,240
9	45,486
10	43,600
11	42,408
12	39,949
13	39,849
14	39,164
15	39,000
16	36,100
17	31,536
18	30,000

AVERAGE 45,264

BUSINESS OR FISCAL
OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,330
2	44,800
3	43,500
4	38,255
5	37,080
6	37,055
7	36,648
8	35,789
9	35,020
10	34,915
11	32,500
12	32,100
13	32,004
14	30,000
15	29,146
16	27,000
17	23,625

AVERAGE 35,045

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	85,701
2	85,000
3	82,992
4	68,831
5	67,000
6	65,343
7	(64,890)
8	64,584
9	61,800
10	61,416
11	61,200
12	58,596
13	58,500
14	57,845
15	57,828
16	57,700
17	(56,000)
18	55,071
19	55,000
20	52,000
21	47,500

AVERAGE 63,086

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	48,000
2	37,000
3	36,500
4	36,296

AVERAGE 39,449

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	60,000
2	47,041
3	42,229
4	41,500
5	40,829
6	40,293
7	38,700
8	37,500
9	35,957
10	35,736

AVERAGE 41,979

BUSINESS OR FISCAL
OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	57,000
2	54,288
3	50,600
4	48,300
5	45,000
6	43,650
7	39,775
8	38,800
9	38,500
10	36,300
11	34,000
12	33,990
13	31,000
14	27,600
15	20,500

AVERAGE 39,954

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DALLAS REGION—

BUSINESS OP FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	(34,040)
2	47,100
3	46,500
4	46,400
5	45,005
6	44,991
7	44,503
8	43,500
9	42,408
10	41,784
11	41,196
12	38,468
13	38,016
14	37,800
15	37,792
16	37,492
17	36,500
18	35,000
19	34,476
20	33,486
21	31,787
22	31,557
23	28,859

AVERAGE 39,942

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	76,000
2	70,803
3	70,776
4	(70,000)
5	67,500
6	63,463
7	62,215
8	61,800
9	58,566
10	57,828
11	57,108
12	56,000
13	55,000
14	53,500
15	50,575
16	(46,500)
17	45,000
18	44,194

AVERAGE 59,268

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	59,600
2	52,464
3	50,472
4	45,032
5	43,800
6	42,500
7	41,600
8	41,453
9	40,911
10	40,562
11	37,010
12	36,211
13	34,719
14	34,609
15	33,800

AVERAGE 42,316

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	43,267
2	37,080
3	37,000
4	35,938
5	35,067
6	32,580
7	29,533
8	26,000
9	20,046

AVERAGE 32,946

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	59,000
2	52,489
3	51,427
4	46,300
5	(42,553)
6	42,504
7	42,500
8	42,000
9	41,700
10	41,112
11	39,989
12	38,867
13	36,186

RANK	SALARY
14	35,500
15	34,536
16	34,476
17	33,888
18	33,034
19	30,797
20	30,288
21	29,500
22	26,949
23	23,187

AVERAGE 38,469

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	55,690
2	46,020
3	46,000
4	45,760
5	45,000
6	(42,553)
7	42,412
8	38,452
9	38,115
10	37,996
11	37,951
12	37,800
13	36,780
14	35,210
15	34,944
16	34,000
17	33,186
18	33,008
19	32,760
20	26,540
21	24,444

AVERAGE 38,315

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	44,501
2	44,069
3	41,500
4	41,400
5	40,500
6	39,200
7	38,880
8	36,456
9	(36,250)
10	36,000
11	35,999
12	34,935
13	32,304
14	32,000
15	32,000
16	31,163
17	31,162
18	30,912
19	30,276
20	30,145
21	30,000
22	28,512
23	26,780
24	25,039
AVERAGE	34,666

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	75,500
2	74,802
3	67,274
4	62,330
5	62,040
6	61,000
7	60,200
8	58,319
9	54,498
10	51,500
11	51,233
12	42,500
13	40,000
14	37,080
15	28,856
16	24,024
17	20,958
AVERAGE	51,301

ADMINISTRATIVE OPERATIONS
OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	70,100
2	62,004
3	58,300
4	54,631
5	47,200
6	43,250
7	38,563
8	37,000
AVERAGE	51,381

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	74,580
2	67,392
3	(48,602)
AVERAGE	63,525

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	55,000
2	45,288
3	45,000
4	43,900
5	43,000
6	37,100
7	36,769
8	35,151
9	34,615
10	34,320
11	32,256
12	32,058
13	30,123
14	29,442
15	29,146
16	28,968
17	27,522
18	27,275
19	25,512
20	23,500
21	18,695
AVERAGE	34,030

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	78,000
2	70,100
3	(70,000)
4	68,000
5	66,449
6	64,890
7	62,736
8	53,500
AVERAGE	66,709

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY	RANK	SALARY
1	55,800	17	40,866
2	49,824	18	37,500
3	48,905	19	36,900
4	48,149	20	36,094
5	45,000	21	34,650
6	44,076	22	33,939
7	44,000	23	29,496
8	42,096	24	28,518
9	41,200	AVERAGE	43,497
10	39,500		
11	34,700		
12	34,000		
13	32,136		
AVERAGE	43,030		

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY	RANK	SALARY
1	48,300	1	46,532
2	47,952	2	45,000
3	47,000	3	43,400
4	45,600	4	40,872
5	44,247	5	36,401
6	40,992	6	36,340
7	35,000	7	36,296
8	33,451	8	36,060
		9	36,011
		10	35,400
		11	34,032
		12	33,608
		13	33,203
		14	32,136
		15	32,092
		16	31,000
		17	30,900
		18	29,652
		19	26,112
AVERAGE	42,818	AVERAGE	35,529

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	63,492
2	58,000
3	56,500
4	53,400
5	51,000
6	47,775
7	46,356
8	46,125
9	44,600
10	44,300
11	43,888
12	43,575
13	42,411
14	41,830
15	41,720
16	40,992

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(70,800)
2	70,600
3	64,890
4	62,700
AVERAGE	67,248

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	52,228
2	48,200
3	44,500
4	40,433
5	40,000
6	39,564
7	39,000
8	38,244
9	35,761
10	(35,000)
11	32,626
12	30,563
13	29,664
14	29,100
15	26,500
16	22,184

AVERAGE 36,473

RANK	SALARY
3	63,529
4	44,000

AVERAGE 64,419

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	79,056
2	76,116
3	(70,800)
4	70,000
5	57,828
6	56,100
7	51,500
8	39,189

AVERAGE 62,574

RANK	SALARY
8	29,400
9	28,929
10	27,946
11	20,600
12	20,372

AVERAGE 33,069

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(70,800)
2	67,204
3	61,338
4	50,575

AVERAGE 62,479

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	53,560
2	52,000
3	49,000
4	45,940
5	45,578
6	(44,016)
7	(44,000)
8	(43,700)
9	41,440
10	38,883
11	35,800
12	35,568
13	31,930
14	29,850
15	29,023

AVERAGE 41,353

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	65,940
2	44,553
3	39,192
4	38,500
5	23,003

AVERAGE 42,237

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(44,000)
2	(43,700)
3	40,829
4	38,349
5	37,900
6	33,600
7	31,800

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	80,000
2	70,147

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	85,825
2	(85,000)
3	76,200
4	75,000
5	64,272
6	63,000
7	59,500
AVERAGE	72,685

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	60,000
2	54,720
3	51,600
AVERAGE	55,440

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	75,072
2	63,150
3	57,400
4	55,901
5	55,000
6	49,334
7	48,813
8	47,132
9	(44,016)
10	37,000
11	36,400
12	36,225
13	32,017
AVERAGE	49,035

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	58,685
2	45,216
3	45,000

RANK	SALARY
4	43,900
5	42,798
6	42,427
7	40,000
8	40,000
9	38,468
10	38,200
11	37,478
12	37,400
13	37,000
14	(35,500)
15	33,482
16	33,163
17	30,900
18	29,532
AVERAGE	39,397

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	60,341
2	73,236
3	70,600
4	67,920
5	62,700
6	61,800
7	58,810
8	55,608
9	50,128
AVERAGE	64,571

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	75,000
2	63,603
3	63,372
4	60,000
5	57,771
6	57,200
7	53,448
AVERAGE	61,485

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	70,452
2	66,414
3	65,800
4	64,980
5	63,500
6	62,230
7	61,600
8	58,810
9	58,000
10	56,304
11	56,125
12	55,608
13	54,000
14	49,100
15	40,911
AVERAGE	58,922

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	83,200
2	78,312
3	77,500
4	75,200
5	74,124
6	71,467
7	66,414
8	63,800
9	63,500
10	61,524
11	60,000
12	58,810
13	58,424
14	56,682
15	56,304
16	56,125
17	55,608
18	55,479
19	54,000
20	51,603
21	50,060
22	44,000
23	35,349
AVERAGE	61,192

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	63,031
2	62,796
3	60,253
4	57,200
5	56,125
6	56,000
7	52,299
8	49,524
9	48,000
10	(35,000)
11	34,000
12	29,619
AVERAGE	50,321

RANK	SALARY
4	90,000
5	70,000
6	68,300
7	65,000
8	62,600
9	60,000
10	59,000
11	58,428
12	55,608
13	55,128
AVERAGE	72,547

RANK	SALARY
8	56,880
9	56,125
10	55,608
11	54,707
12	52,619
13	50,150
14	49,800
15	49,069
16	47,067
17	45,787
18	40,911
AVERAGE	56,345

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	76,000
2	(73,000)
3	62,000
4	60,000
5	56,682
6	54,000
7	51,300
8	47,500
9	45,000
AVERAGE	58,276

DEANS (DIRECTORS):
HEALTH/PHYS
EDUCATION/RECREATION

RANK	SALARY
1	52,468
2	28,100
3	24,288
AVERAGE	34,952

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	80,340
2	75,066
3	73,500
4	72,840
5	66,996
6	66,414
7	61,500
8	59,500
9	58,810
10	57,968
11	57,250
12	57,000
13	56,682
14	56,304
15	56,125
16	55,608
17	53,000
18	52,572
19	51,000
20	50,000
21	42,400
22	41,000
AVERAGE	59,176

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	61,652
2	59,832
3	58,222
4	56,682
AVERAGE	59,097

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	67,608
2	59,500
3	50,696
4	48,550
5	45,870
6	34,000
AVERAGE	51,037

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	(76,000)
2	73,333
3	72,000
4	60,252
5	59,500
6	57,200
7	57,200

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	115,000
2	93,000
3	91,052

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	76,400
2	(72,000)
3	55,800
4	50,000
AVERAGE	63,550

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	88,164
2	87,000
3	70,000
4	68,400
5	66,676
6	65,000
7	64,000

AVERAGE 72,749

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	79,200
2	79,000
3	56,682

AVERAGE 71,627

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	63,000
2	61,712
3	50,700

AVERAGE 58,471

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	113,532
2	99,500
3	85,000

AVERAGE 99,344

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	66,733
2	64,272

RANK	SALARY
3	63,575
4	30,074

AVERAGE 56,164

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	76,000
2	56,500
3	55,000
4	51,800
5	51,272
6	40,911

AVERAGE 55,247

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	87,000
2	73,874
3	67,287
4	66,000
5	56,000
6	55,421
7	51,660

AVERAGE 65,320

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	88,000
2	84,768
3	63,800
4	63,200
5	53,096
6	52,200
7	50,000

AVERAGE 65,009

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	63,000
2	73,333
3	52,000

AVERAGE 69,444

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	70,000
2	62,555
3	55,200

AVERAGE 62,585

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	79,248
2	56,936
3	56,000
4	55,500
5	53,333
6	43,503
7	33,242

AVERAGE 53,966

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	77,712
2	75,500
3	66,600

AVERAGE 73,271

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The thirteen participating universities from this region are as follows:

Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
Utah State University

TABLE II (Continued)

—DENVER REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	92,700
2	85,800
3	84,000
4	80,000
5	78,750
6	78,000
7	69,630
8	68,560
9	67,569
10	67,568
11	65,000
12	60,012
13	53,764

AVERAGE 73,181

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	44,800
2	32,184
3	30,000
4	30,000
5	29,000
6	28,704
7	27,400
8	27,337
9	21,252

AVERAGE 30,075

BUSINESS OR FISCAL
OFFICERS:
CONTROLLER

RANK	SALARY
1	51,500
2	51,500
3	46,000
4	43,743
5	44,600
6	42,000
7	39,500
8	35,648
9	35,400
10	31,945

AVERAGE 42,384

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	79,000
2	78,100
3	75,300
4	65,550
5	62,500
6	61,100
7	60,600
8	59,850
9	59,300
10	54,504
11	50,000
12	48,000

AVERAGE 62,824

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	57,943
2	57,200
3	54,028
4	47,900
5	45,000
6	44,204
7	42,800
8	42,500
9	41,164
10	41,164
11	40,800
12	38,954
13	33,774
14	32,681

AVERAGE 44,294

BUSINESS OR FISCAL
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	49,000
2	32,919
3	29,350
4	28,824
5	24,436
6	21,630

AVERAGE 31,027

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	62,287
2	52,800
3	50,700
4	50,000
5	47,200
6	43,542
7	43,500
8	42,420
9	42,420
10	41,761
11	34,903

AVERAGE 46,503

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	74,500
2	63,303
3	60,800
4	58,500
5	55,902
6	55,000
7	52,000
8	49,514
9	43,743

AVERAGE 57,029

BUSINESS OR FISCAL
OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	39,000
2	34,000
3	28,100
4	23,525
5	23,500
6	23,175
7	16,831

AVERAGE 26,876

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	57,100
2	48,500
3	46,600
4	43,200
5	42,789
6	42,000
7	(40,400)
8	39,300
9	36,300
10	34,850
11	17,168
AVERAGE	40,746

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	51,500
2	49,700
3	40,000
4	35,000
5	34,962
6	33,779
7	28,500
AVERAGE	39,063

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	41,518
2	41,300
3	41,025
4	40,392
5	39,600
6	39,407
7	37,700
8	37,100
9	34,067
10	33,980
11	(30,997)
12	29,593
13	25,500
AVERAGE	36,321

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	38,724
2	31,989
3	30,544
4	30,500
5	20,502
AVERAGE	30,452

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,425
2	39,100
3	38,300
4	36,000
5	34,800
6	34,122
7	31,644
8	30,500
9	29,300
10	28,715
11	26,000
12	25,835
13	25,155
AVERAGE	32,530

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	47,500
2	46,500
3	42,500
4	38,150
5	37,982
6	36,300
7	34,600
8	33,200
9	29,550
10	27,150
11	24,800
12	24,573
AVERAGE	35,234

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	45,200
2	39,904
3	39,625
4	39,013
5	38,000
6	35,100
7	34,283
8	32,000
9	(30,997)
10	30,900
11	30,506
12	29,633
13	24,563
AVERAGE	34,594

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	63,100
2	60,700
3	55,000
4	52,000
5	51,375
6	50,000
7	47,654
AVERAGE	54,261

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	57,000
2	42,000
3	39,368
4	35,811
5	32,736
6	30,355
7	29,403
8	29,003
9	28,430
10	27,760
11	17,000
AVERAGE	33,533

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	67,555
2	61,060
3	60,300
4	58,900
5	56,879
6	52,800
7	52,300
8	39,700
9	32,955
10	26,738
AVERAGE	50,919

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	71,500
2	68,400
3	50,700
4	50,000
5	48,972
AVERAGE	57,914

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	62,500
2	46,900
3	44,763
4	35,775
AVERAGE	47,485

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,000
2	52,000
3	48,960
4	44,203
5	38,543
6	38,125
7	21,800
8	31,065
9	(30,403)
10	19,532
AVERAGE	38,963

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	57,000
2	52,500
3	(50,670)
4	50,400
5	37,440
6	30,000
AVERAGE	46,335

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	52,000
2	43,522
3	43,425
4	39,789
5	38,114
6	37,045
7	36,648
8	36,400
9	29,799
AVERAGE	39,638

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	48,108
2	46,000
3	28,357
4	27,038
5	21,660
AVERAGE	34,233

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,000
2	49,000
3	46,000
4	45,000
5	40,000
6	39,000
7	(37,500)
8	32,354
AVERAGE	43,607

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	47,500
2	44,000
3	42,800
4	42,100
5	26,000
6	25,724
AVERAGE	38,022

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	47,551
2	47,500
3	41,300
4	(37,500)
5	31,050
6	30,759
7	29,150
8	27,145
9	26,829
AVERAGE	35,420

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	65,400
2	59,000
3	56,000
4	51,400
AVERAGE	58,100

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	66,000
2	60,260
3	55,940
AVERAGE	60,733

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	40,400
2	34,000
3	24,069
AVERAGE	32,823

TABLE II (Continued)
—DENVER REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	71,800
2	67,600
3	61,700
4	59,500
5	49,400
AVERAGE	62,000

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	50,442
2	47,286
3	44,700
4	44,016
5	43,400
6	42,435
7	41,460
8	38,000
9	28,000
AVERAGE	42,193

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	47,286
2	46,000
3	44,500
4	41,189
5	37,300
6	34,900
7	31,101
8	26,052
AVERAGE	38,541

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	66,000
2	(58,500)
3	57,600
4	54,594
5	47,209
AVERAGE	56,781

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	55,000
2	49,400
3	48,500
4	43,450
AVERAGE	49,088

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	72,000
2	58,500
3	55,000
4	52,530
5	51,750
6	51,675
7	50,000
8	48,355
9	46,107
AVERAGE	53,991

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	77,500
2	63,950
3	59,600
4	59,000
5	56,000
6	51,725
7	51,511
8	49,988
9	49,900
10	48,500
AVERAGE	56,767

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	44,424
2	44,250
3	42,432
4	41,360
5	40,343
6	34,076
7	33,343
AVERAGE	40,024

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	64,600
2	60,000
3	57,600
4	52,500
5	51,800
6	51,800
7	50,956
8	50,232
9	49,500
10	45,614
11	43,102
AVERAGE	52,519

RANK	SALARY
3	59,000
4	54,668
5	53,250
6	52,000
7	50,844
8	50,700
9	50,000
10	47,286
11	44,654
AVERAGE	53,318

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	79,906
2	77,000
3	63,500
4	59,116
5	54,511
AVERAGE	66,807

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	56,834
2	49,000
3	42,019
AVERAGE	49,284

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	63,500
2	54,000
3	53,370
4	48,459
AVERAGE	54,832

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	79,608
2	62,200
3	59,200
4	58,200
5	57,266
6	56,250
7	54,319
8	52,850
9	50,500
10	50,000
AVERAGE	58,039

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	57,700
2	57,500
3	50,750
4	43,086
AVERAGE	52,259

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	75,000
2	51,250
3	50,340
4	50,000
5	42,927
AVERAGE	53,903

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	48,022
2	46,488
3	46,026
4	38,545
AVERAGE	44,770

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	59,900
2	53,000
3	41,800
AVERAGE	51,567

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	69,500
2	67,700
3	53,500
4	51,250
AVERAGE	60,488

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	64,100
2	60,000

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The thirteen participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	98,100
2	89,500
3	87,800
4	84,000
5	80,500
6	75,400
7	75,000
8	74,750
9	74,500
10	68,000
11	68,000
12	66,150
AVERAGE	78,475

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	55,400
2	43,440
3	40,150
4	39,000
5	38,500
6	37,800
7	37,350
8	37,025
9	31,875
10	29,000
11	28,710
12	19,646
AVERAGE	36,491

BUSINESS OR FISCAL
OFFICERS:
CONTROLLER

RANK	SALARY
1	52,550
2	51,000
3	50,800
4	50,340
5	45,200
6	44,460
7	43,670
8	37,800
9	37,577
10	37,000
AVERAGE	45,040

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	87,200
2	85,000
3	75,500
4	72,700
5	71,000
6	69,000
7	68,150
8	66,500
9	62,000
10	60,000
AVERAGE	71,705

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	75,250
2	60,720
3	59,800
4	54,000
5	52,000
6	49,000
7	46,000
8	41,650
9	40,000
10	39,250
11	38,000
12	35,396
AVERAGE	49,256

BUSINESS OR FISCAL
OFFICERS:
TREASURER

RANK	SALARY
1	(75,000)
2	44,044
3	23,700
AVERAGE	47,581

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	64,000
2	63,100
3	61,000
4	57,660
5	57,200
6	54,000
7	51,400
8	50,700
9	45,250
10	43,415
11	42,510
12	42,325
AVERAGE	52,714

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	83,900
2	(75,000)
3	74,350
4	70,000
5	67,380
6	66,000
7	65,200
8	59,250
9	59,400
10	58,600
11	56,000
12	55,600
13	53,471
AVERAGE	64,996

BUSINESS OR FISCAL
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,600
2	52,000
3	37,550
4	37,500
5	34,750
6	31,718
AVERAGE	43,020

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1995

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	45,500
2	37,356
3	35,500
4	31,500
5	29,062
6	28,200
AVERAGE	34,520

RANK	SALARY
2	68,000
3	66,200
4	62,300
5	62,280
6	61,950
7	60,000
8	58,200
9	55,600
10	54,800
11	51,303
12	48,000
AVERAGE	60,511

RANK	SALARY
10	35,500
11	31,750
12	31,100
13	29,997
AVERAGE	38,776

STUDENT AFFAIRS OFFICERS:
REGISTRAR

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,920
2	45,000
3	40,212
4	36,700
5	36,000
6	35,398
7	32,500
8	32,277
AVERAGE	38,126

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	58,500
2	49,020
3	47,800
4	47,000
5	46,000
6	45,000
AVERAGE	48,887

RANK	SALARY
1	(49,870)
2	46,500
3	44,000
4	42,100
5	41,409
6	39,500
7	39,319
8	(38,150)
9	37,300
10	37,020
11	34,000
12	31,200
13	30,100
AVERAGE	39,267

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	50,600
2	49,620
3	44,200
4	42,335
5	41,040
6	41,000
7	39,500
8	37,286
9	36,000
10	33,600
11	33,300
12	33,250
13	33,000
AVERAGE	39,595

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	41,000
2	40,500
3	35,000
4	27,300
5	22,500
AVERAGE	33,260

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	(49,050)
2	44,000
3	40,000
4	39,240
5	37,807
6	35,700
7	35,629
8	32,800
9	32,300
10	32,200
11	30,125
12	27,000
13	25,093
AVERAGE	35,437

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	77,500

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(49,870)
2	(49,050)
3	42,100
4	41,800
5	40,204
6	40,020
7	(38,150)
8	37,550
9	37,000

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	59,000
2	57,500
3	44,400
4	42,500
5	41,000
6	40,860
7	39,899
8	29,800
AVERAGE	44,370

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	79,700
2	71,764
3	71,160
4	67,200
5	59,065
6	47,000
7	39,900
8	30,000
9	24,719
10	21,138
AVERAGE	50,765

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	56,500
2	52,860
3	46,380
4	41,500
5	39,710
6	35,250
7	31,638
8	28,870
AVERAGE	41,589

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	54,500
2	49,300

RANK	SALARY
3	44,004
4	43,000
5	36,773
6	32,805
AVERAGE	43,397

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	59,500
2	59,400
3	51,086
4	50,000
5	47,500
6	45,900
7	44,000
8	43,250
9	39,530
10	39,450
11	39,000
AVERAGE	47,147

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	39,000
2	38,500
3	36,700
4	29,997
5	29,892
6	23,300
AVERAGE	32,898

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,200
2	55,000
3	45,750
4	42,072
5	38,760
6	36,000
7	30,805
AVERAGE	43,941

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	53,250
2	51,500
3	50,000
AVERAGE	51,583

PUBLIC RELATIONS AND
DEVELOPMENT:
VICE PRESIDENT
FOR DEVELOPMENT

RANK	SALARY
1	74,000
2	65,880
3	50,000
AVERAGE	63,293

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	61,200
2	50,250
3	44,500
4	40,000
5	34,950
AVERAGE	46,180

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	50,000
2	48,400
3	46,200
4	40,956
5	40,000
6	40,000
7	25,440
8	25,207
AVERAGE	39,525

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	82,000
2	55,000
3	44,500
AVERAGE	60,500

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	60,400
2	53,000
3	34,100
4	29,736
5	27,780
6	26,234
7	23,600
AVERAGE	36,407

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	62,520
2	55,708
3	50,100
4	(50,000)
5	47,000
6	39,000
7	37,000
8	31,091
9	23,000
AVERAGE	43,935

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	77,200
2	70,680
3	70,600
4	66,500
AVERAGE	71,245

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	67,020
2	60,700
3	58,550
AVERAGE	61,923

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	79,600
2	70,200
3	69,700
4	69,000
5	67,250
6	67,020
7	62,400
8	60,000
9	58,500
10	55,590
11	46,035
AVERAGE	64,119

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	87,000
2	74,425
3	68,050
4	67,500
5	67,000
6	66,000
7	61,820
8	61,000
9	60,500
10	60,500
11	56,026
12	46,035
AVERAGE	64,655

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	68,000
2	63,200
3	62,000
4	54,745
5	53,700
6	53,040
7	49,200
8	46,500
9	46,035
10	45,946
AVERAGE	54,236

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	72,000
2	70,000
3	66,000
4	65,100
5	62,700
6	59,405
7	59,300
8	59,000
9	58,950
10	55,000
11	53,700
12	46,035
AVERAGE	60,599

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	86,000
2	78,900
3	74,100
4	68,000
5	67,500
6	64,400
7	63,800
AVERAGE	71,814

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	69,550
2	64,950
3	62,300
AVERAGE	65,600

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	77,200
2	55,500
3	46,035
AVERAGE	59,579

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	60,850
2	56,000
3	53,700
AVERAGE	56,786

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	87,800
2	81,500
3	78,000
4	77,000
5	73,050
AVERAGE	79,470

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	73,100
2	72,000
3	69,550
AVERAGE	71,550

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	82,000
2	(65,000)
3	63,180
4	60,800
5	60,277
6	58,700
7	58,500
8	55,000
9	49,500
10	45,579
AVERAGE	59,854

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	71,000
2	61,850
3	50,500
4	49,922
AVERAGE	58,318

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	66,000
2	64,500
3	62,000
AVERAGE	64,167

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	69,500
2	63,600
3	60,500
4	57,250
AVERAGE	62,713

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fourteen participating universities from these combined regions are as follows:

City University of New York
 Bernard Baruch College
City University of New York
 Graduate School and University Center
Rutgers, The State University - New Brunswick
State University of New York - Albany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	91,300
2	88,500
3	85,000
4	83,789
5	83,000
6	72,975
7	71,070
8	71,070
9	71,070
10	71,070
11	71,070
12	71,070
13	70,000
14	70,000

AVERAGE 76,499

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	71,470
2	66,845
3	65,473
4	65,096
5	60,702
6	58,725
7	54,524
8	52,360
9	52,000
10	50,144
11	50,144
12	50,060
13	48,322
14	35,600

AVERAGE 55,605

BUSINESS OR FISCAL
OFFICERS:
VICE PRESIDENT
FOR BUSINESS

RANK	SALARY
1	80,000
2	70,442
3	69,649
4	69,648
5	69,648
6	69,648
7	64,000
8	62,276
9	61,606
10	58,825

AVERAGE 67,574

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	82,500
2	81,000
3	77,100
4	70,000
5	69,649
6	69,648
7	65,757
8	(62,276)
9	62,200
10	57,800
11	57,681

AVERAGE 68,662

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	54,142
2	50,792
3	48,600
4	46,247
5	43,400
6	44,750
7	39,796
8	38,811
9	37,105
10	28,373
11	22,800

AVERAGE 41,529

BUSINESS OR FISCAL
OFFICERS:
CONTROLLER

RANK	SALARY
1	69,225
2	66,775
3	63,900
4	60,780
5	56,005
6	55,173
7	51,000
8	48,322
9	44,000
10	41,280

AVERAGE 55,646

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	83,696
2	69,648
3	69,015
4	(64,659)
5	62,276
6	(62,276)

AVERAGE 68,595

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	66,916
2	63,000
3	61,260
4	58,860
5	57,939
6	57,545
7	56,000
8	54,000
9	52,320
10	50,144
11	50,144
12	49,452

AVERAGE 56,490

BUSINESS OR FISCAL
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	63,430
2	53,176
3	50,191
4	50,144
5	40,993
6	37,660
7	32,000

AVERAGE 46,799

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	45,842
2	44,961
3	42,707
4	42,035
5	36,390
6	34,500
7	28,000
8	23,320
AVERAGE	37,219

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	69,174
2	67,396
3	62,000
4	59,400
5	58,000
6	(55,324)
7	54,410
8	51,943
AVERAGE	59,701

RANK	SALARY
5	46,500
6	45,630
7	45,095
8	42,407
9	41,727
10	40,000
11	39,233
12	36,284
AVERAGE	44,444

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	58,934
2	55,000
3	54,617
4	51,839
5	49,893
6	49,132
7	46,500
8	46,112
9	44,207
10	41,727
11	38,321
AVERAGE	48,753

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	61,500
2	60,480
3	55,735
4	52,300
5	51,162
6	50,020
7	48,200
8	47,700
9	45,196
10	35,250
AVERAGE	50,754

STUDENT AFFAIRS
OFFICERS:
REGISTRAR

RANK	SALARY
1	50,056
2	48,722
3	(46,000)
4	41,785
5	41,671
6	41,105
7	40,509
8	40,475
9	40,267
10	40,003
11	37,827
12	34,339
13	33,307
14	32,733
AVERAGE	40,604

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	52,149
2	51,552
3	51,252
4	50,934
5	50,144
6	50,056
7	50,000
8	44,263
9	43,772
10	40,275
11	34,500
AVERAGE	47,173

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	63,036
2	42,783
3	25,476
4	19,995
AVERAGE	38,046

STUDENT AFFAIRS
OFFICERS:
DIRECTOR OF
FINANCIAL AID

RANK	SALARY
1	50,056
2	48,322
3	47,059
4	41,727
5	40,000
6	39,735
7	39,583
8	39,503
9	39,385
10	39,000
11	38,440
12	37,878
13	36,655
14	31,262
AVERAGE	40,615

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,356
2	49,869
3	49,584
4	46,957

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL		RANK	SALARY
RANK	SALARY	RANK	SALARY		
1	50,800	1	53,300	6	48,290
2	47,664	2	52,150	7	47,249
3	45,430	3	33,564	9	45,865
4	43,767			10	45,620
5	43,736	AVERAGE	46,338	11	43,800
6	42,613			12	39,570
7	41,788			13	36,000
8	41,400			14	34,918
9	37,666				33,062
10	36,130			AVERAGE	46,095
11	34,865	ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT			
12	30,000				
AVERAGE	41,322			ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER		RANK	SALARY	RANK	SALARY
RANK	SALARY	1	57,557	1	55,173
1	74,872	2	56,210	2	52,667
2	70,384	3	55,620	3	48,908
3	66,117	4	54,100	4	42,439
4	65,509	5	52,439	5	41,498
5	64,889	6	50,500	6	41,040
6	59,400	7	50,208	7	39,840
7	54,696	8	48,264	9	37,500
8	53,105	9	44,370	10	34,110
9	49,750	10	39,960	11	32,906
10	39,670	11	38,842		28,444
11	28,520	AVERAGE	49,825	AVERAGE	41,320
AVERAGE	56,992	ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING			
ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		RANK	SALARY		
RANK	SALARY	1	67,000		
1	70,000	2	60,491		
2	69,758	3	(57,154)		
3	69,649	4	51,254		
4	66,100	5	50,144		
5	63,863	6	40,160		
6	62,276	7	29,060		
7	48,800	AVERAGE	50,755		
AVERAGE	64,349	ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT			
		RANK	SALARY		
		1	57,501		
		2	(57,154)		
		3	56,287		
		4	50,056		
		5	49,960		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	56,059
2	50,936
3	50,144
4	47,664
5	35,670
6	35,640
7	32,004
8	27,000
AVERAGE	41,890

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	69,648
2	(67,199)
3	59,800
AVERAGE	65,549

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	69,649
2	(67,199)
3	60,253
4	42,332
AVERAGE	59,858

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	72,000
2	58,942
3	49,572
4	46,300
5	(44,382)
6	38,811
7	37,353
8	31,917
AVERAGE	47,410

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	47,664
2	(44,382)
3	43,000
4	41,775
5	39,690
6	37,908
7	34,182
8	32,400
9	31,580
10	30,000
11	29,553
AVERAGE	37,467

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	60,500
2	57,939
3	56,390
4	47,500
AVERAGE	55,582

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	69,648
2	62,640
3	58,043
4	55,000
AVERAGE	61,333

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	85,663
2	64,400
3	60,815
4	47,949
AVERAGE	64,707

RESEARCH OFFICERS:
DIRECTOR OF
RESEARCH SERVICES
(CONTRACTS AND
GRANTS)

RANK	SALARY
1	59,579
2	48,117
3	47,803
4	47,333
5	45,000
6	39,398
7	38,000
8	36,729
9	35,075
AVERAGE	44,115

RESEARCH OFFICERS:
DIRECTOR OF
INSTITUTIONAL
RESEARCH

RANK	SALARY
1	54,900
2	47,081
3	46,304
4	44,879
5	44,678
6	(44,343)
7	43,200
8	43,053
9	40,000
10	39,980
11	39,500
12	28,600
AVERAGE	43,043

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	69,600
2	68,250
3	65,096
4	62,931
5	62,750
6	59,750
7	50,065
AVERAGE	62,635

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	71,800
2	70,600
3	68,147
4	68,000
5	64,900
6	59,579
7	55,000
8	50,742
AVERAGE	63,596

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	98,000
2	79,570
3	75,774
AVERAGE	84,448

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	80,324
2	63,844
3	62,640
4	59,000
5	56,135
6	55,000
7	49,192
AVERAGE	60,876

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	81,370
2	79,667
3	75,200
4	71,639
5	68,255
6	63,888
7	63,500
8	(59,579)
9	57,850
10	54,900
11	53,000
12	50,843
AVERAGE	64,974

RANK	SALARY
1	76,120
2	68,255
3	63,736
4	63,203
5	62,250
6	60,645
7	59,579
8	48,800
9	47,765
AVERAGE	61,150

DEANS (DIRECTORS):
HEALTH/PHYS
EDUCATION/RECREATION

RANK	SALARY
1	58,292
2	52,750
3	50,270
4	48,800
AVERAGE	52,528

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	84,261
2	79,667
3	75,640
4	72,500
5	71,025
6	68,257
7	67,838
8	67,074
9	58,100
10	56,994
11	48,800
AVERAGE	68,196

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	79,632
2	66,112
3	60,400
4	60,000
AVERAGE	66,536

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	59,487
2	57,829
3	57,745
4	50,400
5	49,570
6	45,212
7	42,590
8	40,158
AVERAGE	50,374

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	68,388
2	65,056
3	54,577
AVERAGE	62,687

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	74,286
2	60,000
3	56,338
AVERAGE	63,541

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	85,000
2	80,340
3	79,667
AVERAGE	81,669

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	76,436
2	63,933
3	61,260
4	46,400
AVERAGE	62,007

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	106,000
2	99,700
3	90,311
4	81,013
5	72,000
AVERAGE	89,805

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	75,516
2	73,600
3	68,255
4	68,250
AVERAGE	71,405

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	68,744
2	66,160
3	61,847
4	58,200
5	56,163
6	56,000
7	49,811
AVERAGE	59,561

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	68,255
2	66,050
3	64,961
4	62,844
5	40,361
AVERAGE	60,694

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	66,536
2	64,700
3	60,988
4	54,784
AVERAGE	61,752

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	51,063
2	54,000
3	48,753
4	38,163
AVERAGE	50,495

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The eleven participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
Temple University
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	100,000
2	99,999
3	84,000
4	83,000
5	77,040
6	73,788
7	70,560
8	70,476
9	68,808
10	49,056

AVERAGE 77,673

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	84,100
2	78,650
3	75,252
4	75,000
5	73,000
6	70,500
7	61,334
8	(48,685)

AVERAGE 70,815

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	84,100
2	80,000
3	78,000
4	71,100
5	67,500
6	(48,685)

AVERAGE 71,564

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,500
2	54,000

RANK	SALARY
3	52,716
4	51,200
5	50,000
6	47,100
7	45,000
8	41,761
9	33,695
AVERAGE	48,775

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	44,500
2	43,008
3	40,821
4	36,838
5	35,800
6	35,000
7	33,246
8	32,300
9	32,000
10	30,500

AVERAGE 36,401

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	65,400
2	58,080
3	54,000
4	50,900
5	50,600
6	50,300
7	(48,000)
8	44,064
9	40,039
10	31,860

AVERAGE 49,324

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	110,000
2	84,100
3	70,000

RANK	SALARY
4	62,000
5	60,216
6	54,000
7	53,800
8	53,250
9	53,100
10	45,477

AVERAGE 64,594

BUSINESS OR FISCAL
OFFICERS:
CONTROLLER

RANK	SALARY
1	52,116
2	48,100
3	45,749
4	45,000
5	42,250
6	40,282
7	38,522
8	38,522
9	28,890

AVERAGE 42,159

BUSINESS OR FISCAL
OFFICERS:
TREASURER

RANK	SALARY
1	33,000
2	32,243
3	25,623

AVERAGE 30,289

BUSINESS OR FISCAL
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	40,400
2	31,860
3	26,205

AVERAGE 33,488

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	50,903
2	47,900
3	47,000
4	38,522
5	36,847
6	34,846
7	29,757
8	13,300
AVERAGE	37,384

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	64,000
2	63,000
3	62,400
4	59,136
5	55,000
6	53,800
7	52,000
8	50,236
9	46,435
AVERAGE	56,223

RANK	SALARY
6	40,000
7	40,000
8	39,200
9	34,176
10	31,860
11	26,400
AVERAGE	38,964

STUDENT AFFAIRS OFFICERS:
REGISTRAR

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	46,000
2	44,500
3	43,000
4	42,579
5	41,508
6	39,700
7	36,847
8	35,000
9	33,708
10	29,568
11	29,220
AVERAGE	38,330

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	49,000
2	45,000
3	42,000
4	39,000
5	37,500
6	37,152
7	35,795
AVERAGE	40,778

RANK	SALARY
1	47,683
2	46,400
3	45,200
4	37,402
5	36,800
6	36,700
7	35,500
8	33,000
9	32,712
10	31,860
AVERAGE	38,326

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	52,100
2	43,325
3	25,600
4	25,482
5	18,500
AVERAGE	33,001

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	54,590
2	51,570
3	50,900
4	50,100
5	47,600
6	40,700
7	40,282
8	39,192
9	31,860
10	28,362
AVERAGE	43,516

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(50,610)
2	43,500
3	41,761
4	41,000
5	40,100

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	44,500
2	42,900
3	42,400
4	42,313
5	41,000
6	37,470
7	35,697
8	31,860
9	29,819
10	27,500
AVERAGE	37,546

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	80,000
2	76,000
3	73,100
4	73,000
5	68,320
6	63,408
7	48,665
AVERAGE	68,928

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	48,400
2	42,500
3	35,484
4	29,900
5	29,652
6	29,540
7	29,435
8	28,400
9	28,250
10	27,832
11	25,482
AVERAGE	32,266

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	56,654
2	54,000
3	50,236
AVERAGE	53,630

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	77,000
2	70,000
3	56,500
4	51,000
5	49,050
6	44,000
7	32,256
AVERAGE	54,258

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	71,450
2	67,961
3	67,000
4	60,151
5	60,129
6	59,400
7	49,156
8	36,651
9	32,200
AVERAGE	56,011

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	55,000
2	53,500
3	52,000
4	49,500
5	46,640
6	41,000
7	33,858
8	19,011
AVERAGE	43,814

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—PHILADELPHIA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	51,000
2	50,600
3	46,500
4	45,900
5	45,126
6	41,500
7	36,936
8	(33,858)
9	33,000
10	32,243
11	29,568
AVERAGE	40,566

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	45,000
2	44,000
3	43,548
4	42,230
5	41,000
6	32,742
7	28,205
8	22,729
AVERAGE	37,432

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	49,200
2	(47,203)
3	45,500
4	45,320
5	43,298
6	40,320
7	37,500
AVERAGE	44,048

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	63,656
2	57,500
3	50,900
4	46,043
5	41,700
6	35,760
7	35,426
8	(33,858)
9	33,708
10	32,472
AVERAGE	43,102

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	76,000
2	68,500
3	65,000
4	57,000
5	53,000
AVERAGE	63,900

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	55,400
2	55,000
3	43,792
4	42,900
5	37,750
6	28,362
7	28,000
8	27,989
9	25,804
10	25,482
AVERAGE	37,068

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	55,000
2	48,400
3	48,200
4	(47,203)
5	42,616
6	42,000
AVERAGE	47,236

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—PHILADELPHIA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	38,500
2	36,070
3	34,980
4	33,500
5	33,336
6	30,036
7	24,880
8	21,963
AVERAGE	31,658

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	71,300
2	65,000
3	64,800
AVERAGE	67,033

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	82,000
2	81,000
3	76,618
4	72,564
5	70,000
6	63,000
7	53,000
AVERAGE	71,169

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	62,700
2	62,000
3	49,377
4	48,000
5	46,435
6	37,000
7	35,256
8	32,652
9	20,896
AVERAGE	43,812

RANK	SALARY
1	85,000
2	74,000
3	61,284
4	60,300
5	60,000
6	60,000
7	57,800
8	53,921
9	49,000
AVERAGE	62,367

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	78,000
2	69,000
3	61,600
4	61,000
5	57,500
6	57,000
7	54,829
8	52,629
9	46,435
AVERAGE	59,777

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	78,100
2	72,564
3	72,500
4	66,500
5	66,500
6	64,642
7	63,800
8	60,500
9	50,240
10	46,435
AVERAGE	64,178

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	83,000
2	80,000
3	55,908
4	46,435
AVERAGE	58,836

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	60,000
2	(48,000)
3	44,500
4	44,000
5	36,800
6	35,717
7	29,653
AVERAGE	42,667

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	(62,000)
2	57,000
3	56,989
4	53,600
5	43,560
6	40,506
7	40,300
AVERAGE	50,565

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	71,000
2	66,636
3	61,344
AVERAGE	66,327

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	78,100
2	73,800
3	61,000
4	59,000
5	54,400
6	52,730
7	50,740
8	46,435
AVERAGE	59,526

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	96,800
2	94,000
3	75,264
4	72,500
AVERAGE	84,641

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	58,000
2	55,000
3	51,708
AVERAGE	54,903

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	53,040
2	51,000
3	36,678
AVERAGE	46,906

RANK	SALARY
1	134,871
2	134,200
3	125,004
4	90,000
AVERAGE	121,019

DEANS (DIRECTORS):
NURSING

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	67,500
2	62,230
3	46,435
AVERAGE	58,722

RANK	SALARY
1	66,400
2	59,000
3	54,408
AVERAGE	59,936

DEANS (DIRECTORS):
PHARMACY

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	70,000
2	57,000
3	55,608
AVERAGE	60,869

RANK	SALARY
1	66,000
2	59,640
3	58,000
AVERAGE	61,213

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The twelve participating universities from this region are as follows:

Arizona State University
California State University,
Los Angeles
Northern Arizona University
San Diego State University
University of Arizona
University of California
University of California, Davis
University of California, Riverside
University of California, Santa Barbara
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	104,900
2	96,860
3	93,000
4	92,500
5	92,500
6	90,524
7	90,000
8	81,576
9	78,792
10	76,587
11	59,377

AVERAGE 87,111

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	92,127
2	(90,000)
3	86,500
4	(85,000)
5	74,550
6	65,412
7	63,864
8	63,641
9	62,232
10	58,235
11	57,957

AVERAGE 72,683

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	83,000
2	80,000
3	62,109
4	60,540

AVERAGE 71,412

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	72,500
2	71,032

RANK	SALARY
3	65,000
4	64,900
5	63,200
6	56,853
7	53,004
8	51,864
9	50,952
10	50,363
11	45,000
12	41,615

AVERAGE 57,240

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	(85,000)
2	50,000
3	47,800
4	44,652
5	42,693
6	39,768
7	35,364
8	35,057
9	32,000
10	30,450

AVERAGE 44,278

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	65,900
2	65,000
3	62,492
4	54,300
5	53,857
6	52,032
7	51,672
8	50,004
9	46,000

AVERAGE 55,695

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	(83,503)
2	80,000
3	(76,700)

RANK	SALARY
4	(73,100)
5	65,000
6	63,903
7	62,232
8	57,957
9	57,068
10	56,196
AVERAGE	67,566

BUSINESS OR FISCAL
OFFICERS:
CONTROLLER

RANK	SALARY
1	73,966
2	62,000
3	58,500
4	58,000
5	49,151
6	48,936
7	47,908
8	46,677
9	34,260
AVERAGE	53,266

BUSINESS OR FISCAL
OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	48,800
2	46,632
3	44,376
4	42,400
5	38,325
AVERAGE	44,107

BUSINESS OR FISCAL
OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	55,000
2	50,300
3	46,800
4	44,000
5	35,436
AVERAGE	46,307

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	61,051
2	58,700
3	54,900
4	54,600
5	52,500
6	52,000
7	45,900
8	40,987
9	34,944
10	28,080
11	27,172
AVERAGE	46,430

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	54,000
2	50,952
3	48,399
4	46,980
5	46,928
6	46,572
7	46,087
8	44,500
9	42,510
AVERAGE	47,436

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	57,800
2	(57,700)
3	53,400
4	(52,333)
5	52,100
6	50,000
7	43,050
8	36,750
9	36,000
10	32,630
11	28,560
12	24,792
AVERAGE	43,760

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	67,000
2	60,000
3	58,645
4	57,300
5	57,000
6	55,000
7	52,549
8	47,568
9	46,584
10	42,998
11	40,950
12	39,027
13	36,432
AVERAGE	50,850

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	42,500
2	40,176
3	38,856
4	36,468
5	36,210
6	35,364
7	35,364
8	25,961
9	24,364
AVERAGE	35,029

STUDENT AFFAIRS
OFFICERS:
DIRECTOR OF
FINANCIAL AID

RANK	SALARY
1	53,500
2	47,500
3	46,980
4	45,150
5	44,652
6	42,216
7	41,000
8	40,860
9	38,086
10	37,307
11	37,092
12	28,211
AVERAGE	41,880

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(57,700)
2	53,400
3	(52,333)
4	51,672
5	46,176
6	43,500
7	43,050
8	40,740
9	38,736
10	37,307
11	31,500
AVERAGE	45,101

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	80,000
2	76,000
3	(75,900)
4	71,690
5	65,500
6	62,475
7	58,044
8	57,609
AVERAGE	68,402

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	57,700
2	52,700
3	47,700
4	47,000
5	46,176
6	43,548
7	40,412
8	38,988
9	37,512
10	35,700
11	27,496
AVERAGE	43,176

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
DIPECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	84,823
2	78,200
3	75,732
4	68,749
5	66,150
6	65,544
7	65,412
8	63,227
9	61,483
10	53,436
11	21,812
AVERAGE	64,052

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	80,892
2	61,500
3	60,000
4	43,680
5	43,300
AVERAGE	57,934

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(90,000)
2	(89,000)
3	80,000
4	(76,700)
5	76,141
AVERAGE	82,368

RANK	SALARY
1	70,106
2	62,400
3	60,200
4	57,609
5	52,500
6	48,049
7	47,568
8	42,167
9	32,688
10	30,172
AVERAGE	50,346

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(83,500)
2	(75,900)
3	73,200
4	72,700
5	62,232
AVERAGE	73,506

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	66,700
2	(57,900)
3	46,920
4	44,100
5	40,176
6	38,850
7	33,924
AVERAGE	46,939

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	74,000
2	62,700
3	60,200
AVERAGE	65,633

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	71,904
2	69,000
3	58,700
4	(57,900)
5	53,600
6	50,735
7	48,048
8	44,880
9	44,004
10	43,980
11	43,890
12	41,815
AVERAGE	52,539

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	57,000
2	46,064
3	45,720
4	45,500
5	45,200
6	44,550
7	41,616
8	38,500
9	27,994
AVERAGE	43,572

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	59,000
2	(50,004)
3	49,128
4	36,254
5	34,415
6	33,500
7	31,503
AVERAGE	41,972

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(75,100)
2	73,830
3	57,069
4	52,474
AVERAGE	64,619

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	74,700
2	55,100
3	52,022
AVERAGE	60,607

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	60,863
2	59,291
3	58,000
4	50,500
5	(50,004)
6	46,300
7	45,500
8	39,768
9	34,500
AVERAGE	49,414

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	47,730
2	45,675
3	43,441
4	41,300
5	37,597
6	34,500
7	32,255
AVERAGE	40,357

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SAN FRANCISCO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	66,922
2	56,984
3	55,600
4	52,779
AVERAGE	58,071

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	90,000
2	75,275
3	74,200
4	58,836
5	55,785
AVERAGE	70,819

RANK	SALARY
8	55,236
9	55,200
10	50,952
AVERAGE	59,888

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	76,366
2	(60,200)
3	55,000
AVERAGE	63,855

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	65,508
2	62,193
3	61,950
4	56,448
AVERAGE	61,525

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	(73,100)
2	62,600
3	57,700
4	53,000
5	51,398
6	51,322
7	50,952
8	49,500
9	47,062
10	46,956
11	45,150
AVERAGE	53,522

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	61,846
2	(60,200)
3	57,423
4	53,604
5	47,100
6	44,200
7	27,000
AVERAGE	50,196

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	(84,300)
2	(80,000)
3	71,900
4	62,109
5	62,000
6	58,836
7	55,080
8	54,181
9	53,520
10	52,368
11	50,363
12	49,500
AVERAGE	61,180

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	70,349
2	62,933
3	62,215
4	57,989
5	53,604
6	53,000
7	46,475
8	44,652
AVERAGE	56,402

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	(60,200)
2	47,436
3	45,644
4	45,264
5	42,720
6	36,660
7	33,506
8	30,720
9	25,548
AVERAGE	40,889

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	75,275
2	73,500
3	61,800
4	58,320
5	57,057
6	56,104
7	55,437

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	88,100
2	80,000
3	72,041
4	71,379
5	67,980
6	57,768
7	56,700
8	55,788
9	53,076
AVERAGE	66,981

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	(84,300)
2	71,900
3	60,898
4	57,300
5	46,632
AVERAGE	64,206

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	65,004
2	47,055
3	37,500
AVERAGE	49,853

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	68,534
2	62,000
3	56,652
4	54,783
5	52,639
AVERAGE	58,922

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	72,924
2	67,178
3	66,399
4	60,936
5	59,600
6	56,000
7	54,317
8	52,621
9	50,952
AVERAGE	60,103

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	100,900
2	88,000
3	85,600
4	74,200
5	62,220
AVERAGE	82,184

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	68,480
2	55,236
3	52,427
AVERAGE	58,714

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	63,000
2	53,604
3	50,952
AVERAGE	55,852

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	50,934
2	48,924
3	46,900
AVERAGE	48,919

DEANS (DIRECTORS):
SOCIAL AND
BEHAVIORAL SCIENCES

RANK	SALARY
1	68,480
2	(64,169)
3	60,000
4	53,604
AVERAGE	61,563

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	(84,300)
2	65,163
3	(64,169)
AVERAGE	71,211

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	135,000
2	106,733
3	88,000
4	69,612
5	66,200
AVERAGE	93,109

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	57,624
2	55,654
3	55,650
4	53,076
AVERAGE	55,501

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The eight participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska at Fairbanks
University of Idaho
University of Oregon
University of Washington
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT
INSTITUTION

RANK	SALARY
1	96,866
2	88,885
3	87,885
4	72,529
5	72,529
6	67,124
7	60,009
AVERAGE	77,984

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	56,700
2	50,315
3	50,000
4	41,205
5	38,200
AVERAGE	47,284

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	86,902
2	65,460
3	65,000
4	62,000
5	59,010
AVERAGE	67,674

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	78,756
2	72,000
3	65,000
4	59,010
AVERAGE	68,692

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	77,147
2	70,249
3	55,000
4	53,339
5	51,501
6	50,942
7	50,110
8	42,016
AVERAGE	56,288

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	56,700
2	47,000
3	46,654
4	38,584
AVERAGE	47,235

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION
PROGRAM

RANK	SALARY
1	40,428
2	32,972
3	31,584
4	31,407
5	30,750
6	29,475
7	27,245
AVERAGE	31,837

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	63,276
2	60,798
3	50,086
4	47,280
5	43,285
6	42,893
7	37,524
AVERAGE	49,306

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,475
2	38,801
3	37,524
4	36,754
5	32,376
6	31,302
7	28,059
AVERAGE	35,899

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	76,440
2	54,154
3	52,196
4	50,003
5	42,201
6	34,154
AVERAGE	51,641

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	58,281
2	52,836
3	52,188
4	43,776
5	43,000
6	42,210
7	41,122
8	35,443
AVERAGE	46,107

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	55,320
2	43,396
3	32,086
AVERAGE	43,601

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,335
2	42,967
3	37,524
4	37,524
5	34,044
6	31,886
7	31,117
AVERAGE	38,057

RANK	SALARY
1	69,056
2	(51,852)
3	(46,584)
4	(45,926)
5	42,565
6	39,000
7	32,415
8	32,282
AVERAGE	44,960

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	57,276
2	56,014
3	53,520
4	52,000
5	50,103
AVERAGE	53,783

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(51,852)
2	(46,584)
3	(45,926)
4	43,605
5	40,040
6	37,080
7	34,143
AVERAGE	42,747

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	55,036
2	46,944
3	42,943
4	38,674
5	37,000
6	34,341
7	34,154
8	32,346
AVERAGE	40,180

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	58,680
2	52,915
3	36,546
4	31,673
5	28,540
AVERAGE	41,671

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	(48,360)
2	44,790
3	40,776
4	39,146
5	37,000
6	34,733
AVERAGE	40,801

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	73,070
2	47,719
3	44,508
4	44,000
5	42,800
AVERAGE	50,419

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	65,832
2	59,758
3	59,300
4	59,072
5	55,664
6	55,752
7	52,963
8	51,699
AVERAGE	57,530

RANK	SALARY
1	51,336
2	43,216
3	(38,700)
4	37,148
AVERAGE	42,600

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	73,673
2	62,175
3	55,200
4	52,500
AVERAGE	60,887

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	52,000
2	49,332
3	46,993
4	45,624
5	44,221
6	43,740
7	37,794
AVERAGE	45,672

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	52,936
2	46,476
3	38,422
4	35,335
5	29,364
6	29,196

AVERAGE 38,622

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	68,000
2	(63,912)
3	60,000

AVERAGE 63,971

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	51,417
2	39,998
3	37,502
4	36,750
5	35,200
6	29,784

AVERAGE 38,442

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	55,050
2	50,175
3	48,600
4	46,020
5	36,546

AVERAGE 47,278

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	48,360

RANK	SALARY
2	41,704
3	39,785
4	35,875
5	32,500
6	31,013
7	30,786

AVERAGE 37,146

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	66,587
2	64,340
3	55,099

AVERAGE 62,009

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	90,875
2	68,320
3	65,200
4	52,500

AVERAGE 69,224

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	70,054
2	56,101
3	47,880
4	37,524

AVERAGE 52,890

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	69,617
2	48,803
3	46,020
4	41,038
5	(38,700)

AVERAGE 48,636

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE II (Continued)
—SEATTLE REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	89,918
2	71,623
3	67,938
4	59,509
AVERAGE	72,247

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	53,064
2	50,580
3	44,000
4	38,002
AVERAGE	46,412

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	60,600
2	55,000
3	53,019
4	45,011
5	45,000
AVERAGE	51,726

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	(70,000)
2	65,564
3	50,100
4	50,003
AVERAGE	58,917

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	75,649
2	75,468
3	63,839
4	61,000
5	58,000
6	57,750
7	56,014
8	49,067
AVERAGE	62,098

DEANS (DIRECTORS):
HEALTH/PHYS
EDUCATION/RECREATION

RANK	SALARY
1	59,220
2	58,636
3	48,600
AVERAGE	55,485

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	81,048
2	68,625
3	61,270
4	60,000
5	56,014
6	55,879
7	48,006
AVERAGE	61,549

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	83,034
2	74,388
3	(70,000)
4	67,000
5	62,504
6	56,000
7	33,808
AVERAGE	63,822

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	83,403
2	70,000
3	63,003
AVERAGE	72,134

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	80,004
2	72,030
3	65,689
4	64,000
5	60,009
6	60,000
7	58,772
8	52,000
AVERAGE	64,063

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	65,600
2	55,016
3	42,936
AVERAGE	54,517

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	71,448
2	60,000
3	56,889
4	48,006
AVERAGE	59,086

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG THIRTY-THREE UNIVERSITY SYSTEMS
IN TWENTY-SEVEN STATES

This table summarizes the data for thirty-three university systems in twenty-seven states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University and Community College
System of Tennessee
State University of New York System
State University System of Florida
Texas A & M University System
University of Alabama System
University of Alaska Statewide System
of Higher Education
University of Arkansas System
University of California System
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central
Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICERS:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	165,000
2	150,000
3	150,000
4	131,325
5	115,000
6	100,700
7	100,000
8	100,000
9	99,750
10	98,200
11	98,004
12	98,000
13	98,000
14	93,643
15	92,000
16	90,938
17	90,800
18	88,000
19	87,000
20	86,787
21	86,200
22	85,084
23	78,200
24	78,000
25	76,466
26	76,100
27	75,000
28	74,378
29	74,114
30	72,000
31	70,700
32	69,528
33	63,640
AVERAGE	94,320

RANK	SALARY
16	71,070
17	71,000
18	70,000
19	69,500
20	65,000
21	63,671
22	62,700
23	62,100
24	59,695
25	57,588
26	56,724
27	54,288
28	49,381
AVERAGE	75,736

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	56,591
2	39,275
3	37,500
AVERAGE	44,455

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	115,000
2	82,133
3	71,201
4	69,362
5	68,247
6	64,800
7	62,300
8	60,510
9	(57,000)
10	51,600
AVERAGE	70,215

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	137,500
2	102,500
3	94,200
4	92,000
5	89,000
6	85,596
7	82,305
8	81,750
9	80,000
10	79,331
11	79,192
12	78,700
13	75,810
14	75,000
15	(75,000)

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	68,247
2	67,400
3	66,060
4	56,550
5	56,400
6	52,750
7	48,538
8	44,520
9	40,865
10	40,100
11	35,000
AVERAGE	52,403

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY	RANK	SALARY
1	97,000	7	(57,000)
2	87,194	8	53,448
3	85,168	9	53,000
4	78,136	10	53,000
5	76,700	11	53,000
6	(75,000)	12	50,000
7	72,520	13	49,700
8	70,272	14	49,000
9	55,723	15	46,500
AVERAGE	77,524	16	45,360
		17	45,000
		18	43,212
		19	38,880
		20	38,367
		21	37,796
		22	36,500
		23	34,000
		24	26,490
		AVERAGE	50,041

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY	RANK	SALARY
1	102,500	1	115,000
2	88,000	2	92,000
3	84,000	3	84,360
4	80,016	4	83,000
5	(75,810)	5	74,200
6	72,212	6	68,247
7	70,850	7	(68,075)
8	63,203	8	68,000
9	62,550	9	67,000
10	60,192	10	67,000
11	59,695	11	64,272
12	48,386	12	64,000
AVERAGE	72,285	13	62,230
		14	61,000
		15	60,238
		16	59,500
		17	59,000
		18	56,136
		19	55,994
		20	53,312
		21	51,468
		22	51,227
		23	50,130
		24	49,384
		25	47,800
		26	47,150
		27	40,000
		AVERAGE	63,693

OPERATIONS OFFICERS:
ASSOCIATE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY	RANK	SALARY
1	(56,000)	1	70,500
2	55,584	2	70,000
3	48,580	3	66,500
AVERAGE	53,388	4	65,000
		5	61,520
		6	57,200

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ASSISTANT TO
THE PRESIDENT/CHANCELLOR

RANK	SALARY	RANK	SALARY
1	70,500	1	70,500
2	70,000	2	70,000
3	66,500	3	66,500
4	65,000	4	65,000
5	61,520	5	61,520
6	57,200	6	57,200

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	71,000
2	67,128
3	(66,866)
4	59,305
5	55,236
6	52,750
7	52,200
8	52,000
9	50,712
10	(49,100)
11	44,500
12	44,290
13	44,096
14	43,200
15	39,200
16	38,817
17	38,000
18	34,100
19	33,072
20	31,400
21	29,763
AVERAGE	47,464

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK	SALARY
1	50,000
2	45,002
3	72,100
4	(68,075)
5	68,000
6	66,000
7	65,000
8	62,381
9	(58,750)
10	57,500
11	53,544
12	47,150
13	46,753
14	46,740
15	38,000
16	36,500
17	34,259
18	32,573
19	30,932
20	30,280
21	26,520
22	24,750
23	24,720
24	21,750
AVERAGE	49,470

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	91,500
2	88,500
3	(88,000)
4	84,900
5	84,360
6	84,000
7	83,000
8	(75,810)
9	74,500
10	74,200
11	72,400
12	71,070
13	70,000
14	68,983
15	68,372
16	68,141
17	66,750
18	65,000
19	65,000
20	64,700
21	62,500
22	62,185
23	61,300
24	60,770
25	57,312
26	56,064
27	55,723
28	55,152
29	52,100
AVERAGE	70,079

FINANCE AND BUSINESS OFFICERS:
ASSOCIATE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	70,500
2	69,000
3	66,628
4	(63,600)
5	63,000
6	57,200
7	53,706
8	53,000
9	50,350
10	49,692
11	49,729
12	49,036
13	44,700
AVERAGE	56,318

FINANCE AND BUSINESS OFFICERS:
ASSISTANT VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	61,008
2	59,300
3	57,694
4	56,000
5	55,800
6	55,000
7	48,505
8	45,750
9	45,485
10	43,329
11	39,900
12	38,760
AVERAGE	50,561

FINANCE AND BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	63,000
2	78,200
3	66,108
4	62,698
5	60,000
6	56,350
7	54,725
8	52,284
9	52,000
10	48,000
11	45,800
12	39,000
13	38,540
14	38,412
15	36,600
16	35,595
17	33,000
18	31,315
19	27,312
AVERAGE	49,660

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY	RANK	SALARY
1	64,500	17	38,814
2	56,000	18	37,500
3	43,000	19	37,193
4	41,256	20	33,850
5	40,200	21	33,640
6	28,200	22	25,284
7	25,033		
AVERAGE	42,598	AVERAGE	45,039

FINANCE AND BUSINESS OFFICERS:
TREASURER

FINANCE AND BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY	RANK	SALARY
1	(88,000)	1	115,000
2	74,000	2	(64,644)
3	(64,644)	3	(63,600)
4	56,000	4	60,000
5	52,900	5	58,500
6	50,759	6	56,000
7	50,652	7	54,450
8	48,311	8	53,700
9	47,911	9	48,077
10	47,700	10	47,180
11	46,400	11	35,637
12	44,100		
13	43,000	AVERAGE	59,708
14	37,600		
AVERAGE	53,713		

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

FINANCE AND BUSINESS OFFICERS:
AUDITOR

RANK	SALARY	RANK	SALARY
1	61,900	1	67,310
2	61,400	2	(66,866)
3	57,616	3	62,698
4	56,000	4	61,000
5	51,432	5	57,600
6	(49,100)	6	56,077
7	49,005	7	(56,000)
8	48,700	8	50,000
9	48,220	9	49,750
10	45,420	10	49,560
11	44,000	11	46,350
12	43,428	12	44,760
13	42,960	13	41,213
14	42,821	14	37,162
15	42,500	15	36,200
16	40,000	16	34,500
		17	33,475
		AVERAGE	50,027

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	70,000
2	68,900
3	68,247
4	63,208
5	53,004
6	50,600
7	50,400
8	46,738
9	41,333
AVERAGE	56,937

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	68,645
2	68,250
3	61,620
4	52,228
5	51,000
6	46,750
7	46,000
8	45,359
9	45,000
10	45,000
11	42,018
12	40,000
13	39,700
14	35,084
15	33,480
16	33,312
17	26,400
AVERAGE	45,638

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	61,000
2	76,356
3	74,000
4	72,100
5	66,043
6	60,944
7	58,810
8	(58,750)
9	52,520
10	49,100
AVERAGE	65,962

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	77,300
2	71,988
3	68,359
4	66,500
5	56,000
6	54,350
7	49,504
8	45,044
9	45,000
10	44,652
11	39,000
12	31,200
13	28,080
AVERAGE	52,074

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	79,856
2	71,461
3	61,328
4	59,649
AVERAGE	68,074

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	69,400
2	62,360
3	51,702
4	46,327
5	41,000
6	38,883
7	37,000
AVERAGE	49,525

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1984-1985

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	75,000
2	65,700
3	64,270
4	53,316
5	52,478
6	51,000
7	51,000

AVERAGE 58,966

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
ASSOC VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	68,445
2	62,000
3	56,700
4	51,000
5	47,538
6	44,800
7	37,779

AVERAGE 52,537

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
ASST VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	54,000
2	52,960
3	52,387

AVERAGE 53,116

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
DIPECTOR

RANK	SALARY
1	70,803
2	65,500
3	57,680
4	57,200
5	55,000
6	53,362
7	50,484
8	48,303
9	45,650
10	44,900
11	38,500
12	37,100
13	33,504
14	33,080
15	32,916

AVERAGE 48,265